

MINISTRY OF EDUCATION

Report of the Burnham Committee

representative of Associations  
of Local Education Authorities  
and Associations of Teachers on

Scales of Salaries for Teachers in Primary  
and Secondary Schools

maintained by Local Education Authorities

ENGLAND AND WALES

1956



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B.Sc., Authorities' Panel.  
Sir Ronald Gould, M.A., Teachers' Panel.

Letter from Lord McNair forwarding a Summary of the Scales  
of Salary to the Minister of Education

25th June, 1956.

MY DEAR MINISTER,

As you know, during recent months, the Burnham Main Committee have been considering revised scales of salary for teachers employed by local education authorities in Primary and Secondary Schools, to take the place, as from 1st October, 1956, of those at present in force.

At their meeting today, the Committee resolved that new scales, as set out in the documents which are enclosed with this letter, should be submitted to you. It is hoped that you will indicate your approval of the Committee's recommendations.

A fuller report containing detailed provisions in regard to such matters as the method of applying the scales is in course of preparation and will, it is hoped, be submitted to you in the course of the next few weeks.

Yours sincerely,

MCNAIR.

The Rt Hon. Sir David Eccles, K.C.V.O., M.P.,  
Minister of Education,  
Curzon Street,  
London, W.1.

Letter from the Minister of Education in Reply

28th June, 1956.

DEAR LORD McNAIR,

You wrote to me on the 25th June enclosing a summary of the salary scales which the Burnham Committee have recommended to operate from the 1st October, 1956, for teachers employed in primary and secondary schools and special schools maintained by local education authorities.

I note that a full report is being prepared and will be submitted shortly. When I receive this report, if it confirms the recommendations contained in the documents which you enclosed, I shall be prepared to give my formal approval and to make the necessary Order under Section 89 of the Education Act, 1944.

Unlike previous recommendations of the Committee, the present ones make no reference to the period for which the new scales are intended to remain in force. I must make it clear that my approval will be given on the assumption that, unless there is some major change in circumstances, the new scales will continue in force for the normal three-year period of time.

These recommendations add more than 15% to the expenditure on teachers' salaries and will cost, together with the corresponding recommendations for technical colleges and other educational establishments, £35(m) in a full year. This is a record addition to teachers' salaries to be made in any Burnham Report. The Government believe that the taxpayers and ratepayers will approve this increase in cost, in spite of the financial difficulties of the present time, so vital is it to expand and improve our schools and colleges. Sound policy calls for strict economy in other directions in order to put more emphasis on the teachers as the mainstay of the Education Service.

Yours sincerely,

DAVID ECCLES.

The Rt. Hon. Lord McNair, C.B.E., Q.C.

Letter from Lord McNair forwarding the Report to the  
Minister of Education

27th July, 1956.

MY DEAR MINISTER,

In my letter of 25th June last with which I sent you statements setting out the revised scales of salary which the Burnham Main Committee have recommended shall operate from 1st October, 1956, for teachers employed in primary and secondary schools maintained by local education authorities, I mentioned that a report by the Committee containing detailed provisions for the application of the scales was in the course of preparation.

You informed me on 28th June that when you received this Report you would be prepared to give your formal approval and make the necessary order under Section 89 of the Education Act, 1944.

I now submit the Committee's full Report for your approval.

Yours sincerely,

MCNAIR.

The Rt. Hon. Sir David Eccles, K.C.V.O., M.P.,  
Minister of Education,  
Ministry of Education,  
Curzon Street,  
London, W.1.

Letter from the Minister of Education in Reply

2nd August, 1956.

DEAR LORD McNAIR,

Thank you for your letter of the 27th July, with which you sent me the Report giving the full recommendations of the Burnham Main Committee on scales of salary for teachers in Primary and Secondary Schools. I am glad to inform you that I approve the Committee's Report and that, in pursuance of the provisions of Section 89 of the Education Act, 1944, an Order will be made to bring the new salary scales into operation on 1st October, 1956.

I should like to express to you and to the members of the Committee, my thanks for the time and effort which you and they have devoted to the task of preparing this Report.

Yours sincerely,

DAVID ECCLES.

The Rt. Hon. Lord McNair, C.B.E., Q.C.

## Scales of Salaries for Teachers in Primary and Secondary Schools

### SECTION A

#### General Description of the Categories of Teachers and Schools to which the Scales of Salary are Applicable

1. The scales of salary apply to teachers (other than Supplementary teachers or Occasional teachers) who are employed in full-time service exclusively in that capacity in schools maintained by local education authorities as County, Controlled, Aided (including schools deemed to be aided under Section 32 of the Education Act, 1944) and Special Agreement Schools conducted under the Schools Grant Regulations and in Special Schools maintained by local education authorities and conducted under the School Health Service and Handicapped Pupils Regulations in force from time to time. Having regard to the requirement of Regulation 22 (b) of the Schools Grant Regulations, 1951, teachers in schools which are assisted by a local education authority during the transitional period will be subject to the same salary conditions as teachers in schools which are maintained by the Authority.

2. Remuneration for residential duties by emoluments or otherwise is a matter for determination apart from the provisions of these scales.

3. Special provisions relating to the assessment of the salaries of teachers who build up full-time teaching service by combining service in Primary and Secondary Schools and in Establishments for Further Education and recommendations relating to the remuneration of teachers who are appointed on a day-to-day or other short notice basis are embodied in Appendix I.

4. As there is no formal representation on the Committee of schools other than those maintained by local education authorities, the scales do not directly apply to such other schools. The Committee anticipate, however, that the findings herein contained will receive the serious consideration of those controlling such other schools.

### SECTION A(1) Equal Pay Increment

1. In the case of a woman, to the salary as otherwise determined under the provisions of this Report, there shall be an addition (to be known as the Equal Pay Increment) at the rate of the proportion specified in paragraph 2 following of the difference between the said salary and the salary for a man with equivalent qualifications, training and service, employed in a similar capacity.

2. The relevant proportion for the period set out in column (i) below shall be the proportion specified in column (ii):

(i)		(ii)
Period		Equal Pay Increment
From	To	
1st October, 1956	to 31st March, 1957	... ... Two-Sevenths
1st April, 1957	to 31st March, 1958	... ... Three-Sevenths
1st April, 1958	to 31st March, 1959	... ... Four-Sevenths
1st April, 1959	to 31st March, 1960	... ... Five-Sevenths
1st April, 1960	to 31st March, 1961	... ... Six-Sevenths

3. From 1st April, 1961, the salaries prescribed for men shall apply equally to women.

## SECTION B

### Scales for Qualified Assistant Teachers

1. A Qualified Teacher is a teacher who possesses qualifications approved by the Minister for the purposes of Regulation 11 (2) of the Schools Grant Regulations, 1951, or the corresponding Regulations in force from time to time.

2. The scales for Qualified Assistant Teachers shall be as follows:

For Men. Minimum £475 per annum rising by annual increments of £25 to a maximum of £900 per annum.

For Women. Minimum £430 per annum rising by annual increments of £20 and one final increment of £10 to a maximum of £720 per annum.

3. The types of teaching service and/or other experience which are recognised for increments on the scales, and the method of determining the correct position of a teacher upon the scales, are indicated in Appendices II and III, and illustrated by examples in Appendix X, where the scales are set out in full.

## SECTION C

### Additions to the Scales for Qualified Teachers

1. The additions referred to in this Section are payable to Qualified Teachers employed in Primary and Secondary Schools including Special Schools except where otherwise stated.

#### *2. Additions for Training*

For teachers who satisfy the conditions laid down in Appendix IV, additions up to a maximum of three increments, each of £25 in the case of men and of £20 in the case of women, are payable in addition to the minimum and maximum of the appropriate scale.

#### *3. Additions for Graduates*

(a) The minimum and maximum of the appropriate scale shall be increased (or in the case of teachers qualifying for the additions under the preceding paragraph shall be further increased) by £75 in the case of men and £60 in the case of women for teachers who

- (i) hold any of the qualifications set out in Part B of Appendix V, or
- (ii) under the provisions of the Burnham Primary and Secondary Schools Reports, 1945 to 1954, were entitled to and received the addition for graduates.

(b) Subject to the provisions of sub-paragraph 3 (c) below, the addition under paragraph 2 and sub-paragraph 3 (a) above shall be further increased by a Good Honours degree addition of £50 in the case of men and £40 in the case of women

- (i) where the teacher holds a First Class Honours degree or a Second Class Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland, or a higher degree of such a University as defined in Part C of Appendix V,

or

(ii) where the teacher holds an unclassified Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland, which the Local Education Authority is satisfied should be regarded as a Good Honours degree.

(c) A teacher who, on 30th September, 1956, was in receipt of an allowance awarded under Section 4 (a) of the 1920 Secondary Report or Section 4 (3) (a) of the 1921 Technical Report of the Burnham Committee (see Appendix IX) shall, so long as he/she remains on the staff of the school, continue to receive an allowance over and above the scale salary at a rate not less than that which the teacher was entitled to receive on 30th September, 1956, under paragraph 2 (e) of Section K of the Burnham Primary and Secondary Schools Report, 1954 (see Appendix IX), provided that such an allowance shall not be held concurrently with a Good Honours degree addition under sub-paragraph 3 (b) above.

*4. Additions to the Minimum of the Scale in respect of Experience gained prior to the date on which a Teacher is deemed to have obtained the qualifications by virtue of which he/she is approved as a Qualified Teacher.*

Subject to the limitations and conditions set out in Appendix VI, the following additions to the minimum of the scale of salary shall be paid irrespective of any other additions to which the teacher may be entitled under any other provisions of Section C.

(a) For teachers who have obtained, by virtue of long service, the status of Qualified Teacher under paragraph 10 (viii) of the Ministry's Circular 30 or corresponding paragraphs of Circulars 173 and 284 and who have, at the date of qualification for that status, previous teaching service or other gainful employment after attaining the age of 18 years amounting to 23 years or more, there shall be added to the minimum of the appropriate scale a sum of £25 in the case of men and of £20 in the case of women in respect of each period of three years in excess of 20 years.

(b) for teachers (other than cases of the particular types defined in the paragraphs 4 (a) above and 4 (c) below) who, either before or during the operation of these scales, obtain the qualifications by virtue of which they are approved as Qualified Teachers, and who at the date of qualification were more than 21 years of age, an addition to the minimum of the scale shall be made as follows:

In respect of each period of three years' experience gained after the age of 18 years in teaching, industrial, professional, clerical, social or other gainful employment, a sum of £25 in the case of men and of £20 in the case of women :

Provided, however, that where part of such experience (other than teaching) gained after the age of 21 years is deemed by the Local Education Authority to be of special value to the teacher in the performance of his/her particular duties, the Authority may allow one such addition in respect of each year of experience which they approve for the purpose.

The service or experience to be taken into account in assessing the appropriate addition in any particular case under the conditions of this paragraph shall not include any period of teaching or other experience which is regarded by the Ministry as part of the qualification for the status of Qualified Teacher, provided, however, that such periods which

have been so taken into account under the provisions of the Burnham Primary and Secondary Schools Report, 1948, shall continue to be recognised under the provisions of this Report.

(c) For teachers who obtain the status of Qualified Teacher after satisfactorily completing a course of "Special Training" under the provisions of Regulation 6 of Grant Regulations No. 7B, 1947 (or the corresponding Regulation in force from time to time), the conditions laid down in paragraph 4 (b) above are applicable, except that the period of teaching service between the date of application for admission to the course of Special Training and the date of entry upon the course shall be reckoned on the following basis:

Where such period is less than one year, it shall be aggregated with previous service and reckoned under paragraph 4 (b) above.

Where such period is one year or more, the addition shall be as follows:

1 year but less than 3 years ... £25 in the case of a man and £20 in the case of a woman.

3 years but less than 5 years ... £50 in the case of a man and £40 in the case of a woman.

#### *5. Additions applicable to Teachers of Special Classes in schools other than Special Schools*

(a) Assistant teachers in schools maintained by local education authorities and conducted under the Schools Grant Regulations, 1951 (or the corresponding Regulations in force from time to time), who are engaged full-time in taking charge of special classes approved by the Minister consisting wholly of children who are partially deaf or partially sighted shall receive, over and above any additions to the scale provided for in paragraphs 2, 3 and 4 of Section C above, the addition referred to in paragraph 6 (a) below and, where the conditions of paragraph 6 (b) are satisfied, the further addition provided by that paragraph.

(b) Assistant teachers in such schools, who are engaged full-time in taking charge of special classes consisting wholly or mainly of educationally sub-normal and/or maladjusted children may, in the discretion of the Local Education Authority, receive, over and above any additions to the scale provided for in paragraphs 2, 3 and 4 of Section C above, the addition referred to in paragraph 6 (a) below.

#### *6. Additions applicable to Teachers employed in Special Schools*

(a) For teachers employed in Special Schools, the minimum and the maximum of the appropriate scale shall be increased (or in the case of teachers qualifying for other additions provided by Section C shall be further increased) by £50 in the case of men and £40 in the case of women.

(b) For teachers employed in Special Schools who hold a special qualification for the teaching of the blind or the deaf which is required by the Regulations and is approved by the Minister for that purpose, and so long as they are engaged in teaching blind, deaf or partially deaf children, the minimum and the maximum of the scale shall be increased (or in the case of teachers qualifying for other additions provided by Section C shall be further increased) by £40 in the case of men and £32 in the case of women.

*Note:* Qualifications obtained as a result of the following examinations satisfy this condition:

- (1) The examination for the School Teachers Diploma of the College of Teachers of the Blind.
- (2) The Final Examination of the One-Year Course of Training for Teachers of the Blind conducted by the Department of Education at Birmingham University.
- (3) The examination for the Teachers Diploma of the National College of Teachers of the Deaf (formerly the Diploma of the Joint Examinations Board for Teachers of the Deaf).
- (4) The Final Examination of the One-Year Course of Training for Teachers of the Deaf conducted by the Department of Education of the Deaf at Manchester University.

## SECTION D

### Scales for Unqualified Assistant Teachers

1. An Unqualified Teacher is a teacher whose employment is allowed under Regulation 11 (3) (a) or 11 (3) (c) of the Schools Grant Regulations, 1951, or the corresponding Regulations in force from time to time.

2. The scales for Unqualified Assistant Teachers shall be as follows:

For Men. Minimum £320 per annum rising by annual increments of £18 and one final increment of £11 to a maximum of £475 per annum.

For Women. Minimum £275 per annum rising by annual increments of £15 and one final increment of £5 to a maximum of £430 per annum.

3. Where the Local Education Authority considers that in any particular case the salary applicable is not adequate having regard to the qualifications and experience of the teacher for specialised forms of teaching, an allowance may be paid to secure such higher rate as the Authority deems appropriate.

4. The types of teaching service and/or other experience which are recognised for increments on the scales, and the method of determining the correct position of a teacher upon the scales are indicated in Appendices II and III.

## SECTION E

### Additions to the Scales for Unqualified Teachers

1. The additions which are provided for Qualified Teachers under conditions as laid down in paragraphs 5 and 6 (a) of Section C apply equally to Unqualified Teachers who are employed in similar circumstances, except that the amounts of the additions to the scale under each of the paragraphs referred to shall be £36 in the case of men and £30 in the case of women.

2. The additions which are provided for Qualified Teachers under conditions as laid down in paragraph 6 (b) of Section C apply equally to Unqualified Teachers who are employed in similar circumstances, except that the amounts of the additions to the scale under the paragraph referred to

shall be £30 in the case of men and £24 in the case of women. These amounts are payable in addition to those for which a teacher may qualify under the provisions of paragraph 1 of this Section.

3. For Unqualified Teachers who have had previous experience as Supplementary Teachers there shall be added to the minimum of the appropriate scale a sum of £18 in the case of men and of £15 in the case of women in respect of each period of 3 years of such experience gained after the age of 18 years.

*Note:* The conditions laid down in paragraph 1 of Appendix VI apply in making an assessment of the addition under this provision.

## SECTION F

### Scales for Temporary Teachers

1. A Temporary Teacher is a teacher whose employment as such is approved under Schedule I of the Schools Grant Regulations, 1951, or the corresponding Regulations in force from time to time.

2. The scales for Temporary Assistant Teachers shall be as follows:

For Men. Minimum £320 per annum rising by annual increments of £18 to a maximum of £392 per annum.

For Women. Minimum £275 per annum rising by annual increments of £15 to a maximum of £335 per annum.

3. Where the Local Education Authority considers that in any particular case the salary applicable is not adequate having regard to the qualifications and experience of the teacher for specialised forms of teaching, an allowance may be paid to secure such higher rate as the Authority deems appropriate.

4. The types of teaching service and/or other experience which are recognised for increments on the scales and the method of determining the correct position of a teacher upon the scales are indicated in Appendices II and III.

## SECTION G

### Additions to the Scales for Temporary Teachers

1. The additions which are provided for Qualified Teachers under conditions as laid down in paragraphs 5 and 6 (a) of Section C apply equally to Temporary Teachers who are employed in similar circumstances, except that the amounts of the additions to the scale under each of the paragraphs referred to shall be £36 in the case of men and £30 in the case of women.

2. The additions which are provided for Qualified Teachers under conditions as laid down in paragraph 6 (b) of Section C apply equally to Temporary Teachers who are employed in similar circumstances, except that the amounts of the additions to the scale under the paragraph referred to shall be £30 in the case of men and £24 in the case of women. These amounts are payable in addition to those for which a teacher may qualify under the provisions of paragraph 1 of this Section.

3. For Temporary Teachers who have had previous experience as Supplementary Teachers there shall be added to the minimum of the appropriate scale a sum of £18 in the case of men and of £15 in the case of women in respect of each period of 3 years of such experience gained after the age of 18 years.

*Note:* The conditions laid down in paragraph 1 of Appendix VI apply in making an assessment of the addition under this provision.

## SECTION H

### Salaries of Qualified Head Teachers

1. Qualified Head Teachers shall receive the salaries payable to them as Qualified Teachers under the conditions of Sections B and C, together with a Head Teacher Allowance. A Superintendent Teacher of a Nursery School is classed as a Head Teacher for salary purposes.

2. The amount of the Head Teacher Allowance shall be assessed according to the Group of the particular school or department, the Group being based on the review average or unit total of the school or department calculated in accordance with the provisions of Appendix VII.

3. The amounts of the Head Teacher Allowances shall be as follows :

(a) Primary and Secondary Schools other than Special Schools

Group ... ...	O	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
Review Average or Unit Total	1- 40	41- 100	101- 200	201- 300	301- 400	401- 500	501- 600	601- 700	701- 800	801- 900	901- 1000	1001- 1100
Men ... ...	£ 125	£ 155	£ 195	£ 235	£ 275	£ 315	£ 355	£ 400	£ 445	£ 490	£ 535	£ 580
Women ... ...	£ 120	£ 150	£ 185	£ 220	£ 255	£ 290	£ 325	£ 365	£ 405	£ 445	£ 485	£ 525

Group ... ...	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII
Review Average or Unit Total	1101- 1200	1201- 1300	1301- 1400	1401- 1600	1601- 1800	1801- 2000	2001- 2200	2201- 2400	2401- 2700	2701- 3000	3001 or over
Men ... ...	£ 625	£ 670	£ 715	£ 765	£ 815	£ 865	£ 915	£ 965	£ 1015	£ 1065	£ 1115
Women ... ...	£ 565	£ 605	£ 645	£ 690	£ 735	£ 780	£ 825	£ 870	£ 915	£ 960	£ 1005

(b) Special Schools

Group ... ...	I(S)	II(S)	III(S)	IV(S)	V(S)	VI(S)	VII(S)	VIII(S)
Review Average or Unit Total (S)	60 or less	61-180	181-360	361-540	541-780	781-1020	1021- 1260	1261- 1500
Men ... ...	£ 150	£ 200	£ 250	£ 300	£ 350	£ 400	£ 450	£ 500
Women ... ...	£ 145	£ 190	£ 235	£ 280	£ 325	£ 370	£ 415	£ 460

In a case where the Unit Total (S) of a Special School exceeds 1500 the Local Education Authority shall determine a Head Teacher Allowance, appropriately related to the allowance for Group VIII (S).

4. Where the Local Education Authority considers that in the special circumstances of a particular case of a head teacher the allowance prescribed in paragraph 3 above is not adequate having regard to the duties and responsibilities involved, the Authority may pay such higher allowance as it deems appropriate.

5. In cases where a triennial review under paragraph 1 of Part B of Appendix VII has resulted in a school or department being placed in a lower group the existing head teacher shall receive the Head Teacher Allowance for the group immediately above that lower group for such period as the school or department remains in that lower group.

6. An allowance may, in the discretion of the Authority, be paid to mitigate or prevent hardship to a head teacher whose post is lost, or whose salary is diminished as a result of the reorganisation or closure of a school or department, or where the Authority is satisfied that there are other good reasons for such allowance.

7. (a) In Schools where there is no deputy head teacher an allowance may be paid to an assistant teacher who takes charge of a school in the absence of the regular head teacher or pending the appointment of a new head teacher. Such allowance is payable only during the period when the assistant takes charge of the school and shall be subject to such maximum limits as will ensure that the total rate of remuneration is not in excess of that which would be payable to the teacher if appointed as head teacher of the particular school.

An allowance to a head teacher may similarly be paid when he/she temporarily fills the head teacher post of a school for which the Head Teacher Allowance is higher than that payable to him/her immediately prior to transfer.

(b) A local education authority may fill temporarily vacant head teacher posts in Primary and Secondary Schools other than Special Schools by retaining on its permanent "supply staff" one or more teachers paid at the rates applicable to head teachers of schools or departments in Groups O, I or II.

## SECTION J

### Salaries of Unqualified Head Teachers

1. Unqualified Head Teachers of Primary and Secondary Schools other than Special Schools are those whose employment is approved under Regulation 11 (3) (d) of the Schools Grant Regulations, 1951, or the corresponding Regulations in force from time to time. A Superintendent of a Nursery School is classed as a Head Teacher for salary purposes.

2. Unqualified Head Teachers shall receive the salaries payable to them as unqualified teachers under Sections D and E, together with a Head Teacher Allowance of £125 in the case of men and £120 in the case of women Head Teachers of Primary and Secondary Schools other than Special Schools and £150 in the case of men and £145 in the case of women Head Teachers of Special Schools.

## SECTION K

### Allowances for Deputy Head Teachers

1. The Local Education Authority shall for the purposes of this Report establish a post of Deputy Head Teacher in a school or department in Group III or Group III(S) or higher Group.

2. Deputy Head Teachers shall receive the salaries payable to them as qualified teachers under the conditions of Sections B and C, together with a Deputy Head Teacher Allowance.

3. The amount of the Deputy Head Teacher Allowance shall be assessed according to the Group of the particular school or department, the Group being based on the review average or unit total of the school or department, calculated in accordance with the provisions of Appendix VII.

4. The amounts of the Deputy Head Teacher Allowances shall be as follows:

#### (a) Primary and Secondary Schools other than Special Schools

Group	III	IV	V	VI	VII	VIII	IX	X	XI	XII
Review Average or Unit Total	201-300	301-400	401-500	501-600	601-700	701-800	801-900	901-1000	1001-1100	1101-1200
Men	£ 80	£ 95	£ 110	£ 125	£ 140	£ 160	£ 180	£ 200	£ 220	£ 240
Women	£ 64	£ 76	£ 88	£ 100	£ 112	£ 128	£ 144	£ 160	£ 176	£ 192

Group	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII
Review Average or Unit Total	1201-1300	1301-1400	1401-1600	1601-1800	1801-2000	2001-2200	2201-2400	2401-2700	2701-3000	3001 or over
Men	£ 260	£ 280	£ 300	£ 320	£ 340	£ 360	£ 380	£ 400	£ 425	£ 450
Women	£ 208	£ 224	£ 240	£ 256	£ 272	£ 288	£ 304	£ 320	£ 340	£ 360

#### (b) Special Schools

Group	III(S)	IV(S)	V(S)	VI(S)	VII(S)	VIII(S)
Review Average or Unit Total (S)	181-360	361-540	541-780	781-1020	1021-1260	1261-1500
Men	£ 80	£ 100	£ 120	£ 140	£ 160	£ 180
Women	£ 64	£ 80	£ 96	£ 112	£ 128	£ 144

5. (a) The Local Education Authority may, in its discretion, establish a Deputy Head Teacher post in a school or department in a group below Group III or Group III(S), in which case the Deputy Head Teacher Allowance shall be £75 per annum for men and £60 per annum for women.

(b) Where the Unit Total (S) of a Special School exceeds 1500 the Local Education Authority shall determine a Deputy Head Teacher Allowance, appropriately related to the allowance for Group VIII(S).

(c) In cases where the regular head teacher is absent for a prolonged period, or the appointment of a new head teacher is delayed, the Authority may

increase the Deputy Head Teacher Allowance by such an amount as it deems appropriate, provided that the total rate of remuneration is not in excess of that which would be payable to the deputy head teacher if appointed as head teacher of the particular school.

(d) The Local Education Authority may appoint a Head of Department as Deputy Head Teacher. In such a case an allowance as Deputy Head Teacher only shall be payable but such allowance shall be not less than £75 for men or £60 for women above the allowance which would be payable for the Head of Department post under the provisions of Section L of this Report.

(e) Where the Local Education Authority considers that in the special circumstances of a particular case of a Deputy Head Teacher appointed under the provisions of paragraph 1 above the allowance prescribed in paragraph 4 above is not adequate having regard to the duties and responsibilities involved, the Authority may, subject to the provisions of subparagraphs 5 (c) and 5 (d) above, pay such higher allowance as it deems appropriate.

6. In the case of a woman who is a Deputy Head Teacher, the Local Education Authority may, in its discretion, increase the Deputy Head Teacher Allowance by an amount not exceeding the difference between the rate applicable to a woman and the rate applicable to a man for the post of Deputy Head Teacher of that particular school or department.

7. In cases where a triennial review under paragraph 1 of Part B of Appendix VII has resulted in a school or department being placed in a lower Group, the existing Deputy Head Teacher shall receive the Deputy Head Teacher Allowance for the Group immediately above that lower Group for such period as the school or department remains in that lower Group.

8. An allowance under the provisions of this Section shall not be held concurrently with an allowance under the provisions of Section L or an additional payment under the provisions of Section M.

## SECTION L

### Allowances for Heads of Departments

1. In secondary schools in which advanced work is undertaken, i.e. work above the "O" level of the General Certificate of Education leading to the "A" level, the Local Education Authority shall for the purposes of this Report establish posts of Head of Department of such number as the Authority may determine.

In other secondary schools, the Local Education Authority may establish posts of Head of Department of such number as the Authority may determine.

2. Heads of Departments shall receive the salaries payable to them as Qualified Teachers under the conditions of Sections B and C together with a Head of Department Allowance in one of the following grades:

Grade	A	B	C	D
Men ...	£ 125	£ 200	£ 275	£ 350
Women ...	100	160	220	280

The appropriate grading for this purpose shall be decided by the Local Education Authority having regard to the guidance afforded in Appendix VIII.

3. In the case of a woman who is a Head of Department the Local Education Authority may in its discretion increase the Head of Department Allowance by an amount not exceeding the difference between the rate applicable to a woman and the rate applicable to a man who is a Head of Department of the same grade.

4. In cases where the review average on a triennial review under paragraph 4 of Part A of Appendix VII has resulted in the group of the school under paragraph 3 of Section H being significantly different from that previously obtaining, the grading of the Head of Department posts in the school should be reviewed by the Authority in accordance with the guidance afforded in Appendix VIII.

5. An allowance under the provisions of this Section shall not be held concurrently with an allowance under Section K or an additional payment under Section M or Section N.

## SECTION M

### Additional Payments for Teachers holding Graded Posts

1. Subject to the provisions of paragraph 2 of Section N, the Local Education Authority shall for the purposes of this Report establish graded posts for teachers undertaking special responsibility, special work of an advanced character, or for other reasons which in the opinion of the Authority justify such posts.

2. Teachers holding graded posts shall receive the salaries otherwise payable under this Report, together with the additional payments prescribed below:

		Scale I	Scale II	Scale III
Men	...	£ 75	£ 125	£ 175
Women	...	£ 60	£ 100	£ 140

3. According to the group of the school or department based on the review average or unit total calculated in accordance with the provisions of Appendix VII, there shall be a "score" representing the total number of points for that school or department for graded posts. The Authority shall determine the number and grading of such posts in accordance with such "score", each post on Scale I shall count one point, each post on Scale II shall count two points, and each post on Scale III shall count three points. The "score" for the purpose of this provision shall be as follows:

#### (a) Primary and Secondary Schools other than Special Schools

Group	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Review Average or Unit Total	301-400	401-500	501-600	601-700	701-800	801-900	901-1000	1001-1100	1101-1200	1201-1300
Score	1	2	3	4	5	6	7	8	9	10

Group ...	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII
Review Average or Unit Total	1301–1400	1401–1600	1601–1800	1801–2000	2001–2200	2201–2400	2401–2700	2701–3000	3001 or over
Score ...	11	13	15	17	19	21	24	27	30

(b) Special Schools

Group ...	IV(S)	V(S)	VI(S)	VII(S)	VIII(S)
Review Average or Unit Total (S)	361–540	541–780	781–1020	1021–1260	1261–1500
Score ...	1	2	4	6	8

4. (a) The Local Education Authority may, in its discretion, establish a graded post on Scale I in a school or department in Group III (Unit Total 201–300) or Group III (S) (Unit Total (S) 181–360).

(b) Where the Unit Total (S) of a special school exceeds 360 the Local Education Authority may, in its discretion, establish a graded post on Scale I additional to the posts established under the provisions of paragraph 3 above.

5. In the case of a woman holding a graded post the Authority may, in its discretion, increase the additional payment by an amount not exceeding the difference between the rate applicable to a woman and the rate applicable to a man holding a graded post on the same scale.

6. In cases where a triennial review under paragraph 1 of Part C of Appendix VII has resulted in a school or department being placed in a lower group, with a consequential reduction in the "score" representing the total number of points for that school or department for graded posts, an existing teacher in receipt of an additional payment for such a post shall continue to receive that payment while he/she remains on the staff of the school or department but no further appointments shall be made to graded posts in the school or department until the "score" permits.

7. An additional payment under the provisions of this Section shall not be held concurrently with an additional payment under Section N.

## SECTION N

### Miscellaneous Provisions relating to Allowances for Deputy Head Teachers and for Heads of Departments, and to Additional Payments for Graded Posts

#### 1. *Second master or second mistress in a mixed school*

In a mixed school in Group XI or above, the Local Education Authority may designate a teacher of the opposite sex to that of the deputy head teacher as second master or second mistress, as the case may be. The teacher so designated shall receive an additional payment the amount of which shall be determined by the Authority and appropriately related to the Deputy Head Teacher Allowance for the school.

A post of second master or second mistress under this provision shall not be counted against the "score" prescribed in paragraph 3 of Section M for graded posts in the school.

An additional payment under this provision shall not be held concurrently with an allowance under Section L or Section M.

## 2. Secondary Technical Schools attached to Establishments for Further Education

Where a Secondary Technical School is attached to an Establishment for Further Education and a substantial proportion of the teaching staff build up full-time teaching service by combining service in the Secondary Technical School and in the Establishment for Further Education, the Local Education Authority may, in its discretion, vary the provisions of paragraph 3 of Section M to meet the needs of the particular school having regard to the guidance afforded in this matter in Appendix VIII.

## 3. Unattached Teachers

Where the Local Education Authority considers that the duties and responsibilities of an unattached teacher, i.e. a teacher who is not attached to the staff of any particular school, should be regarded as equivalent to those of a Head of Department or of a teacher in a graded post, an allowance corresponding to a Head of Department Allowance under paragraph 2 of Section L or a payment corresponding to an additional payment under paragraph 2 of Section M may be granted in the discretion of the Authority.

## SECTION O

### Allowances to mitigate or prevent hardship to a Teacher whose Post is lost or whose salary is diminished as a result of the Reorganisation or Closure of a School

The Local Education Authority may, in its discretion, pay an allowance to mitigate or prevent hardship to a teacher whose post is lost or whose salary is diminished as a result of the reorganisation or closure of a school.

## SECTION P

### General Operation of the Scales

The provisions of Sections H, K, L and M shall not be used in such a manner as would effect a general alteration of the operation of the salary scales.

## SECTION Q

### Additional Payments for Teachers in the "London Area"

1. There shall be additional payments for teachers serving in the "London Area" as defined in paragraph 3 of this Section. Such payments shall be at the rate of £36 per annum, provided that, as from the date on which the teacher has completed 16 years of full-time service in the "London Area" or elsewhere or has attained the age of 37 years, whichever is the earlier, the rate shall be raised to £48 per annum.

2. Teachers serving in schools situated outside the "London Area" are not entitled to receive the additional payments, except that teachers normally serving in the "London Area", but temporarily employed by a "London Area" authority elsewhere, are so entitled.

3. The following areas shall be deemed to constitute the "London Area":

(A) The City of London.

(B) The areas comprised in the Metropolitan Police District as defined in the Police Act, 1946, which includes the following:

(a) The County of London, excluding the City of London.

(b) The County of Middlesex.

(c) In the County of Surrey:

- (i) The County Borough of Croydon.
- (ii) The Borough of Barnes.
- (iii) The Borough of Beddington and Wallington.
- (iv) The Borough of Epsom and Ewell.
- (v) The Borough of Kingston.
- (vi) The Borough of Malden and Coombe.
- (vii) The Borough of Mitcham.
- (viii) The Borough of Richmond.
- (ix) The Borough of Surbiton.
- (x) The Borough of Sutton and Cheam.
- (xi) The Borough of Wimbledon.
- (xii) The Urban District of Banstead.
- (xiii) The Urban District of Carshalton.
- (xiv) The Urban District of Coulsdon and Purley.
- (xv) The Urban District of Esher.
- (xvi) The Urban District of Merton and Morden.

(d) In the County of Essex:

- (i) The County Borough of East Ham.
- (ii) The County Borough of West Ham.
- (iii) The Borough of Barking.
- (iv) The Borough of Chingford.
- (v) The Borough of Dagenham.
- (vi) The Borough of Ilford.
- (vii) The Borough of Leyton.
- (viii) The Borough of Walthamstow.
- (ix) The Borough of Wanstead and Woodford.
- (x) The Urban District of Chigwell.
- (xi) The Urban District of Waltham Holy Cross.

(e) In the County of Kent:

- (i) The Borough of Beckenham.
- (ii) The Borough of Bexley.
- (iii) The Borough of Bromley.
- (iv) The Borough of Erith.
- (v) The Urban District of Chislehurst and Sidcup.
- (vi) The Urban District of Crayford.
- (vii) The Urban District of Orpington.
- (viii) The Urban District of Peckham.

(f) In the County of Hertfordshire:

- (i) The Urban District of Barnet.
- (ii) The Urban District of Bushey.
- (iii) The Urban District of Cheshunt.
- (iv) The Urban District of East Barnet.
- (v) The Rural District of Elstree.
- (vi) The Parish of Northaw in the Rural District of Hatfield.
- (vii) The Parish of Aldenham in the Rural District of Watford.

## SECTION R

### Withholding of Increments

No increment shall be withheld in respect of any year unless the service for that year has been declared unsatisfactory by the Local Education Authority. The withholding of an increment under this Section shall be limited in its effect on the salary payable for the one year during which the increment is withheld, unless the Local Education Authority otherwise expressly determines.

## SECTION S

### Salaries of "Existing Teachers"

1. Except where expressly provided elsewhere in the conditions of the salary scales, no teacher in service on 30th September, 1956, shall receive, by reason of the operation of these scales, a smaller rate of salary than he/she would have been eligible to receive under the operation of the Burnham Report as in force on that date.

2. For the purpose of the foregoing provision, "salary" as at 30th September, 1956, does not include an allowance granted under Section K of the Burnham Primary and Secondary Schools Report, 1954 (see Appendix IX).

3. Where the allowance or additional payment under Section K, L, M or N of this Report is at a lower rate than the allowance received by a teacher on the 30th September, 1956, under paragraph 1 (a) or paragraph 2 (d) (i) of Section K of the Burnham Primary and Secondary Schools Report, 1954, the allowance or additional payment under this Report shall, during the period ending 31st August, 1957, while the teacher remains on the staff of the school, be increased to the rate of the allowance which he/she received under the 1954 Report.

Where an allowance or additional payment is not payable under Section K, L, M or N of this Report and the teacher was in receipt of an allowance under paragraph 1 (a) or paragraph 2 (d) (i) of Section K of the Burnham Primary and Secondary Schools Report, 1954, a payment over and above scale salary at the rate of the allowance which he/she received under the 1954 Report shall continue to be paid during the period ending 31st August, 1957, while the teacher remains on the staff of the school.

## SECTION T

### Date of Operation of the Scales

These scales come into force on 1st October, 1956.

## SECTION U

### Committee of Reference

There shall be appointed a Joint Committee of Reference, consisting of 10 members nominated by the representatives of local education authorities on the Burnham Committee, and 10 members nominated by the representatives of the Teachers, and the Honorary Secretaries *ex officio*; and any question relating to the interpretation of the provisions of this Report brought forward by a local education authority acting through the Authorities' Panel or by any association of teachers acting through the Teachers' Panel or by consent of the Chairman of the Burnham Committee shall be considered and determined by the Joint Committee.

## APPENDIX I

1. Assessment of the salaries of teachers who build up full-time teaching service by combining service in Primary and Secondary Schools and in Establishments for Further Education which are covered by the scales for full-time teachers in such Establishments.

### (Reference Section A)

Where full-time service of each type would be remunerated at different rates the salary shall be computed as follows:

teachers who devote one-half or more of their time to the more highly paid service shall be paid at the higher rate for all work;  
in other cases payment shall be made at the lower rate for all work.

2. Teachers who are appointed on a day-to-day or other short notice basis.

### (Reference Section A)

The Committee recommend to local education authorities:

(a) that such teachers should be remunerated according to their qualifications and experience at a daily or weekly rate calculated by reference to the number of days or weeks during which the school is open in the year; e.g., where a school is open for 200 days during 40 weeks:

Daily rate: 1/200th of annual rate.

Weekly rate: 1/40th of annual rate.

(b) that a teacher paid on this basis and employed continuously throughout the year by the same Local Education Authority should not receive a total salary in excess of or less than the salary payable in accordance with the prescribed scale in respect of the year's service.

(c) that a teacher who is employed continuously for a term or more should not be paid on a short notice basis.

## APPENDIX II

### PART A

Method of computing the number of increments in respect of service in the current capacity in determining the salary applicable to a teacher on the appropriate salary scale.

### (References Sections B, D and F)

1. The conditions in this Appendix and those in respect of war service in Appendix III relate to teaching service or other service or experience (which is accepted as equivalent to teaching service) in respect of which increments are payable to a teacher on the salary scale applicable in his/her current capacity. Increments accrue on completion of years of service which are so recognised.

2. The provisions of this Appendix have no application in determining the service or experience which is to be taken into account in assessing the addition to the minimum of the appropriate scales for Qualified, Unqualified and Temporary Teachers which is provided by paragraph 4 of Section C, paragraph 3 of Section E and paragraph 3 of Section G. Conditions which govern the assessment of such additions are set out in Appendix VI, but the over-riding limitation in paragraph 2 of that Appendix should be noted.

3. The scale upon which service, work or training and any period of disablement within the definition of paragraphs 11, 12, 13 and 14 of Part C of this Appendix shall be counted (as equivalent to teaching service subject to the conditions laid down) is the scale appropriate to the status of the teacher upon his/her subsequent entry or re-entry into teaching service; provided, however, that, if the teacher should at some later date obtain the status of Qualified Teacher, all such service, work or training or period of disablement shall thereafter be counted for increments on the scale for Qualified Teachers.

4. The Committee recommend local education authorities to adopt 1st April as a uniform incremental date. In adjusting salaries the general principle which applies is that teachers who remain continuously in service throughout a year beginning on 1st April shall receive the same salary in respect of that year as if increments were given on individual incremental dates on completing an integral number of years of service. In reckoning service for this purpose the number of odd days should be ignored or counted as one month according as it is, or is not, less than 15, i.e., the date of completion of a year's service should be taken as the first of the month which is nearest to the actual date.

In conformity with this general principle, the rule for the calculation of salary in the case of migrants and of teachers discontinuing service and resuming it in the same area is that teachers of the same qualifications and the same amount of service at any particular time who are employed by the same Local Education Authority in similar conditions should have the same rate of salary. This rate is, therefore, determined by considering what salary an existing teacher would be receiving who had been continuously employed in the area and had the same service as the migrant at the date of appointment. An exception to this rule is made in a case where the salary of a teacher has been assessed for a year beginning on 1st April and he/she has subsequently a break in service during that year. Provided the teacher resumes service after the break under the same Authority and in the same status the rate as so assessed is retained for the remainder of the year.

5. Aggregation for increment purposes of periods of service of less than one year shall be in accordance with the following arrangements:

(a) The complete calendar months shall be totalled.

(b) The odd days at the beginning and end of all periods of service in respect of which increments on the scale are payable where the service included a complete calendar month, and all the days of service where it did not, shall be aggregated and the total thus ascertained divided by 30.

(c) The quotient shall be taken as complete months to be added to (a) above, and the remainder shall count as one month, or shall not count, according as it is 15 days or over, or less than 15 days.

(d) In the case of teachers paid at daily rates, service continuing on both sides of the week-end shall be regarded as including the week-end, but the school vacations shall not be included unless the teacher has a continuous engagement. Neither the incidence of a financial year beginning on 1st April, nor a change of employment is regarded as affecting the continuity of service which otherwise runs continuously.

6. Part-time teaching service. In calculating the salary of a teacher a proportionate increment may be given for previous part-time teaching service (e.g., one increment for two years' half-time teaching service) subject to the condition that, where part-time teaching was concurrent with other service or experience which can be counted for increment, not more than one increment on the appropriate scale shall, in the aggregate, be given in respect of a year of a teacher's life.

## PART B

The recognition or non-recognition for increments on the appropriate salary scale of teaching service, and of other experience or employment for the purpose of assessing the correct position of a teacher on that scale.

*Note:* War Service is recognised for this purpose as equivalent to teaching service subject to the special conditions set out in Appendix III.

1. In determining the correct position of a teacher at any time on the appropriate scales as laid down in Section B, D and F, the following service shall be taken into account:

(a) Service of the types and under the conditions laid down in Part C of this Appendix.

(b) War Service within the limits and under the conditions laid down in Appendix III.

2. In the assessment of the correct position on 1st October, 1956, on the scales in this Report which come into operation on that date, service should, in conformity with the general principle referred to in paragraph 4 of Part A of this Appendix, be adjusted to 31st March, 1956, where a uniform incremental date of 1st April is in operation.

## PART C

## General Conditions

1. Subject to the provisions of paragraph 2 immediately following, no period shall rank both as a period in respect of which an increment for teaching or other service accrues and as a period recognised for the purposes of the addition to scale salary in respect of training as provided by paragraph 2 of Section C.

2. Where a teacher leaves teaching service to take a supplementary or other course of one academic year, approved by the Ministry for the purpose, the completion of which would entitle the teacher to a training increment under the conditions of Appendix IV, teaching service undertaken after the completion of the course but within a period of twelve months from the date of commencement of the course may, in the Authority's discretion, rank as a period in respect of which an increment for teaching accrues, notwithstanding the provisions of paragraph 1 above.

3. No period of service under the age of 18 years shall be recognised in any capacity under this Appendix.

4. The following are examples of service which is not teaching service for increments under the conditions of this Appendix but which may be dealt with by the Local Education Authority under the provisions of paragraph 9 of this Part of this Appendix:

(a) Service as Private Tutor.

(b) Service in Nursery Schools or Classes, War-time Nurseries, War-time Nursery Classes, Residential or Day Nurseries as Nursery Assistant or in a capacity other than that of teacher.

(c) Foreign service (i.e., service outside the British Commonwealth) except as otherwise provided in this Appendix.

(d) Period of leave of absence without pay except in so far as the teacher's occupation during such period is allowable under this Appendix or other provisions of the Scales.

## Types of Service which are recognised for purposes of increments

5. Teaching service in the following classes of educational institutions which are grant-aided or recognised as efficient in England and Wales, and the corresponding institutions in Scotland, Northern Ireland, the Republic of Ireland, the Isle of Man, Guernsey and Jersey:

Primary Schools;

Public Elementary Schools;

Certified Efficient Elementary Schools in England and Wales;

Special Subjects Centres;

Special Schools (both Day and Boarding) and Institutions certified under the Mental Deficiency Act, 1913 (including State Institutions established and maintained by the Board of Control);

Nursery Schools and Classes; War-time Nurseries and Nursery Classes;

Residential and Day Nurseries;

Secondary Schools;

Preparatory Schools;

Pupil Teacher Centres;

Universities, University Colleges, Training Colleges and Establishments for Further Education recognised by the Ministry of Education (or Board of Education), Junior Technical Schools, Commercial and Housewifery Schools, Junior Art Departments;

Farm Institutes (and the teaching of agricultural and horticultural subjects on the staff of local education authorities);

Public Assistance Schools (formerly called Poor Law Schools);

Approved Schools (formerly called Reformatory and Industrial Schools); Remand Homes;

Junior Instruction Centres;

Ministry of Labour Training Centres;

Schools of Nautical Training.

## APPENDIX II—*continued*

6. Service in a school or educational institution in England or Wales during a period prior to its recognition as efficient by the Ministry may be accepted if the Local Education Authority, after making full enquiries, so decides.

### 7. Teaching service of the following kinds:—

(a) In other schools or institutions in the United Kingdom or elsewhere within the British Commonwealth, or the Republic of Ireland, which the Local Education Authority, after making full enquiries, is satisfied may properly be regarded as of equivalent standard to schools, etc., of any of the types defined in paragraph 5 above. (For this purpose Trust Territories under British administration are regarded as within the British Commonwealth.)

(b) Rendered overseas by teachers employed by local education authorities in England and Wales who proceed to the Overseas Dominions, States and Provinces, or to a foreign country under interchange arrangements approved by the Ministry.

(c) In any school or educational establishment in a foreign country which is approved by the Ministry of Education as being (i) one maintained primarily for the education of the children of British Subjects, or (ii) one in which it is expedient to facilitate the employment of British teachers, or (iii) one which may be accepted as equivalent in standard to those defined in this Appendix.

(d) (i) One or two years spent under the Ministry of Education Scheme (and corresponding Schemes under the Board of Education, the Scottish Education Department, and the Ministry of Education, Northern Ireland), in France in the capacity of Assistant (Assistante) or Répétiteur (Répétitrice), or as Junior Assistant, or the equivalent capacity in another foreign country; excluding any period which has been taken into account for purposes of an addition for training provided by paragraph 2 of Section C.

(ii) A year spent in a foreign country under the Ministry of Education Scheme (or any corresponding arrangements made by the Scottish Education Department or the Ministry of Education, Northern Ireland) in the capacity of a Senior Assistant.

(e) In Naval, Marine and Dockyard schools, and service as Instructor Officer or Schoolmaster R.N., or corresponding service in the Women's Royal Naval Service; in Royal Air Force Educational Institutions; in schools conducted by the Admiralty, War Office or Air Ministry for the education of children of members of H.M. Forces; in Institutions controlled by the Army Council in so far as service is in connection with the academic part of the instruction; in the Royal Army Educational Corps; as a non-commissioned officer education instructor, or full-time physical training instructor in the Women's Royal Army Corps; or as a commissioned officer in the Women's Royal Army Corps employed on educational or physical training duties; in the Royal Air Force as Education Officer or as Officer in the Physical Fitness Branch.

(f) Service under the Central Committee for Adult Education in H.M. Forces.

(g) Service as an Education Officer in the Colonial Education Service.

(h) Other service approved by the Burnham Committee for the purpose.

8. Service which has been accepted by the Ministry as that of an Organiser under Section 14 of the Teachers (Superannuation) Act, 1925, or Section 2 of the Teachers (Superannuation) Act, 1945, or under any Scheme made by the Minister under Section 21 of the Teachers (Superannuation) Act, 1925, or service which has been approved by the Minister for the purposes of Section 12 (1) of the Superannuation (Miscellaneous Provisions) Act, 1948.

9. Time spent in industry or commerce or in professional or research work after the age of 21 years, where likely to be of value to the teacher in the performance of his/her duties may be approved by the Local Education Authority in its discretion and, if so approved, shall be given incremental value up to a maximum of twelve increments. (See also paragraph 5 of Part A of Appendix V and paragraph 2 of Appendix VI).

10. Time spent by an emergency trained teacher on a special course of further training of one or two terms under the Emergency Training Scheme or a corresponding Scheme in Scotland or in Northern Ireland.

11. (a) National Service carried out under the provisions of the National Service Act, 1948, or any subsequent statute amending or replacing that Act for the time being in force in the United Kingdom or under any similar enactment relating to compulsory whole-time national service in force elsewhere within the British Commonwealth.

## APPENDIX II—*continued*

(b) Work or training entered upon after 31st March, 1949, in pursuance of an order made or direction given under Part I of the National Service Act, 1948, as respects a conditionally registered conscientious objector.

12. Any period of whole-time service in Her Majesty's Naval, Military or Air Forces rendered after 31st March, 1949, by a person in pursuance of his or her obligations as a member of Her Majesty's Reserve or Auxiliary Forces, or the Women's Royal Naval Reserve, or in pursuance of a duty to return to such whole-time service after release therefrom.

13. Service rendered immediately after 31st March, 1949, provided that,

(a) it followed a period in the same service, and

(b) it is service which, under the provisions of Part II of the Schedule to the Superannuation (Miscellaneous Provisions) Act, 1948, the Minister considers may properly be treated in the same manner as service in the naval, military and air forces of the Crown.

14. A period of disablement, not exceeding three years, provided that satisfactory evidence is produced that the teacher was unable to undertake teaching duties, or to complete his preparation for the teaching profession, owing to disabilities contracted as a result of War Service as defined in Appendix III or of work, training or service as defined in paragraphs 11, 12 and 13 above.

## APPENDIX III

### War Service recognised for the purposes of increments as equivalent to teaching service

(References Sections B, D and F)

#### PART A

##### War Service in the period between 1939 and 1949

1. War service of the following kinds shall be reckoned as equivalent to teaching service:

(a) Service in any of the naval, military and air forces of the Crown.

(b) Service which the Minister considers may properly be treated for the purpose of the Teachers Superannuation (War Service) Act, 1939, and the Teachers (Superannuation) Act, 1945, in the same manner as service in those forces.

2. The scale upon which the war service shall be counted for increment shall be the scale appropriate to the status of the teacher when he/she enters upon or resumes employment as a full-time teacher after completion of his/her war service; provided, however, that, if the teacher obtains subsequently a qualification (other than under paragraph 10 (viii) of the Ministry's Circular 30 or the corresponding paragraphs of Circulars 173 and 284) entitling him/her to be approved as a qualified teacher, the war service shall be counted on the scale appropriate to him/her after obtaining such qualification. In cases excepted from the foregoing proviso, increments do not accrue in respect of a period of war service which has been taken into account as part of the qualification for the status of Qualified Teacher.

3. The following conditions are applicable in connection with the counting of war service for increment:

(a) Service before the age of 18 years shall not be counted.

(b) In cases where, because of national emergency, full-time service was undertaken in a period immediately prior to 1st September, 1939, and such service continued after that date as war service within the definition of paragraph 1 above, the whole period is eligible to be taken into account.

(c) War service is service of the types described above which was performed in the period not later than 31st March, 1949, and, except in the special circumstances indicated below, includes the period of leave (up to that limiting date) which was allowed prior to release from H.M. Forces.

### APPENDIX III—continued

(d) Where, however, a teacher undertakes full-time teaching service or other whole-time gainful employment, or enters upon or resumes a course of study or training during the period of release leave, the following arrangements may be applied.

- (i) Service after entry or re-entry into teaching service is reckoned as teaching service except in cases where in the assessment of salary on the appropriate scale it is to the teacher's advantage that it should alternatively be counted as war service.
- (ii) a period of whole-time gainful employment of other kinds during release leave is ignored and the release leave counted in full as war service. Where, however, such period of employment would otherwise be taken into account for purposes of an addition to the minimum of the scale for Qualified Teachers under paragraph 4 (b) of Section C, the period may alternatively be so reckoned when, in the assessment of salary, it would be more advantageous to the teacher to do so.
- (iii) A period devoted to full-time study or training during release leave is ignored and the release leave counted in full as war service. Where, however, such period, if taken into account as approved study or training, would affect the teacher's entitlement to an addition to scale salary under paragraph 2 of Section C, it may alternatively be so reckoned.

### PART B

#### War Service in the previous war beginning in 1914

War service rendered by teachers during the previous war beginning in 1914 is recognised within the limits and under the conditions specified in Appendix V of the Burnham Reports of 1938 (see Appendix IX).

### APPENDIX IV

#### Courses of Approved Study or Training

*(Reference Section C)*

### PART A

General conditions governing the acceptance of periods of study and/or training for the purpose of the addition to the basic scale.

1. The courses of study or training referred to in Part B of this Appendix are full-time courses at Universities, University Colleges, Training Colleges, Technical (including Commercial) Colleges, Art Colleges or Art Schools, or other Institutions recognised for the purpose.

2. The course must be satisfactorily completed, i.e., when the course leads to a definite qualification, the period spent on it will be eligible for recognition only if and when the qualification is obtained.

3. An exception is made in the case of courses of post-graduate study, advanced work or research, normally requiring as a condition of entry the holding of a University degree or a qualification recognised as equivalent to a University degree for salary purposes (see Part B of Appendix V). Periods spent on such courses may be recognised provided the course has been diligently pursued and for this purpose no distinction need be made between courses leading to a specific higher qualification and courses leading to no such qualification. Provided that the course has been diligently pursued, it is not essential that the higher qualification, even if one were aimed at, should necessarily have been obtained.

4. The period of any particular course is interpreted as meaning the normal period of full-time study or training required to complete the course satisfactorily. An extension of a course by reason of the repetition of some part of it is not accepted. For example, where the normal period of the course is three years, and the teacher has actually spent four or more years on it, only three years will be eligible for recognition for training addition.

5. The following may be counted in the same way as a year of training (see also paragraph 7 (d) (i) of Part C of Appendix II):

(a) A year spent under the Ministry of Education Scheme (and corresponding Schemes under the Board of Education, the Scottish Education Department and

#### APPENDIX IV—*continued*

the Ministry of Education, Northern Ireland) in France in the capacity of Assistant (Assistante) or Répétiteur (Répétitrice) or as Junior Assistant; or the equivalent capacity in another foreign country.

(b) A year's course at the "Ecole Supérieure de Préparation et de Perfectionnement des Professeurs de Français à l'Etranger" (formerly known as "Ecole de Préparation des Professeurs de Français à l'Etranger") of the University of Paris.

6. A three-year course under Article 25 (a) of the Scottish Training Regulations does not qualify for an additional increment.

7. Study or training undertaken before attaining the age of 17 years is not eligible to be taken into account for the purposes of this Appendix, except in the case of a course beginning at the Autumn Term. In this case if the student attains the age of 17 years by 1st October in the first year of the course the whole period may be taken into account.

8. The words "or the equivalent" in paragraph 2 (a) of Part B of this Appendix refer to a concurrent four-years' course of training in teaching and study for a degree.

9. Training in teaching which preceded, as well as that which followed, a full-time course of study for a degree is accepted.

#### PART B

Examples of courses and periods of study and/or training which are approved by the Committee.

*1. Entitling the teacher to the addition of one increment.*

(a) Three-year courses at Training Colleges leading to the status of Qualified Teacher.

(b) A three-year course in preparation for the teacher's certificate of the National Froehel Union or Foundation, provided that the date of entry upon the course was not earlier than 1946.

(c) Two-year courses at Training Colleges leading to the status of Qualified Teacher supplemented by a recognised third-year course.

*(d) Three-year courses at the following Physical Training Colleges:*

Chelsea Physical Training College (now at Eastbourne).	Courses commenced 1909 or later.
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Anstey Physical Training College	Courses commenced 1919 or later.
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Dartford Bergman Osterberg Physical Training College	Courses completed 1940 or later.
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Bedford Physical Training College	Courses completed 1940 or later.
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Liverpool I.M. Marsh Physical Training College (previously known as Liverpool Physical Training College).	Courses completed 1940 or later.
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Nonington College of Physical Education.	Courses completed 1940 or later.
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Wentworth Woodhouse Lady Mabel College.	Courses completed 1940 or later.
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(e) Three years' full-time study resulting in the award of a Degree; or two years' full-time study resulting in the award of a Degree, followed by a further year of approved training or of post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing.

(f) Three years' full-time study resulting in the award of a Diploma or Certificate at an Establishment for Further Education or other Institution accepted by the Committee for the purpose. The following have so far been accepted by the Committee:

Battersea Polytechnic ...	Diploma in Mechanical Engineering. Diploma in Electrical Engineering.
Bradford Technical College	Diploma in Preparing, Combing and Spinning      First awarded 1892 Diploma in Cloth Manufacture      First awarded 1892
	Diploma in Textile Design and Colour ... ...
	Diploma in Chemistry and Dyeing ... ...
	First awarded 1926
	First awarded 1901

APPENDIX IV—*continued*

Bradford Technical College	Diploma in Applied Chemistry	First awarded 1904
	Diploma in Dyeing ...	First awarded 1901
	Diploma in Mechanical Engineering	First awarded 1901
	Diploma in Civil Engineering	First awarded 1901
	Diploma in Electrical Engineering	First awarded 1901
	Diploma in Power Production and Transmission	First awarded 1914
Brighton Technical College	Diploma in Civil and Structural Engineering.	
Cardiff, University College	Diploma in Mechanical Engineering.	
City of Liverpool College of Technology	Diploma in Science.	
Leeds University ... ...	Diploma in Electrical Engineering.	
	Diploma in Mechanical Engineering.	
Northampton Polytechnic	Diploma in Mechanical Engineering.	
Royal College of Art, London	Associateship.	

(g) Courses of not less than 3 years consisting of full-time study combined with practical training resulting in the award of a Diploma or Certificate accepted by the Committee for the purpose. The following have so far been accepted by the Committee:

Salford Royal Technical College	Associateship and Diploma in Structural Engineering.
	Associateship and Higher National diploma in Mechanical Engineering (4 years course).
Salford Royal Technical College	Associateship and Higher National Diploma in Electrical Engineering (4 years course).
Sunderland Technical College	Diploma in Engineering. (3 or 4 years course).

(h) Three years' full-time study resulting in the award of a National Diploma.

(j) Three years' full-time study spent in obtaining one of the qualifications specified in Part B of Appendix V.

(k) A one-year course of training under:

- (i) the Emergency Scheme (Board of Education Circular 1652) or corresponding Scheme in Scotland or Northern Ireland; or
- (ii) the provision for "Special Training" for uncertificated and other teachers (Ministry of Education Circular 114); or
- (iii) the proviso to Regulation 19 of Grant Regulations No. 7 or the corresponding Regulations in force from time to time

together with a one-year full-time course approved by the Ministry for the purpose.

(l) An academic year on a supplementary or other course approved by the Ministry for the purpose, undertaken after a period of approved teaching service.

2. *Entitling the teacher to the addition of two increments.*

(a) Three years' full-time study resulting in the award of a Degree or a Diploma approved for the purpose, and in addition a year of training in teaching; or the equivalent.

(b) Four years' full-time study resulting in the award of a Degree or Diploma approved for the purpose, or a period of full-time study resulting in the award of a Degree or an approved Diploma, followed by post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing and amounting in the aggregate to not less than four years.

(c) Two-year courses at Training Colleges leading to the status of Qualified Teacher, supplemented by a full-time two-year course resulting in the award of a Degree.

#### APPENDIX IV—continued

(d) Four years' full-time study spent in obtaining one of the qualifications specified in Part B of Appendix V.

##### 3. Entitling the teacher to the addition of three increments.

(a) Four years' full-time study resulting in the award of a Degree or Diploma approved for the purpose, together with a recognised one-year course of training in teaching; or a period of full-time study resulting in the award of a Degree or an approved Diploma followed by post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing and amounting in the aggregate to not less than five years.

(b) Five years or more full-time study spent in obtaining one of the qualifications specified in Part B of Appendix V, provided that five years is the normal period of study for such qualification.

### PART C

#### Miscellaneous Provisions

##### 1. Shortened or accelerated courses.

Where, owing to war conditions, a course of any of the types mentioned above has been compressed into a period of less than three, four or five years respectively, there shall be allowed in respect of each period of one term by which the duration of such course exceeds two, three or four academic years respectively, one-third of the appropriate increment.

##### 2. Other courses of study and/or training.

(a) Courses similar in duration and otherwise equivalent to those referred to in Part B of this Appendix, whether completed in England and Wales or elsewhere, may also be accepted, and full details of such cases should be submitted to the Minister for decision.

Such decisions already given under the corresponding provision in the Committee's previous Reports shall continue to apply provided, however, that they satisfy the general relevant conditions in Part A of this Appendix.

(b) Other courses of study and/or training may also be accepted if they are of such a duration and character as are desirable for full-time teachers under this Report and are approved by the Burnham Committee for the purpose.

### APPENDIX V

#### Qualifications entitling a Qualified Teacher to receive the addition for Graduates and Definition of First Class Honours degrees, Second Class Honours degrees and Higher degrees

(Reference paragraphs 3(a)(i) and 3(b)(i) of Section C)

### PART A

#### General conditions attaching to the application of the provisions of Part B of this Appendix

1. No teacher shall receive the addition for graduates before attaining the age of 21 years.

2. Teachers who have passed the requisite final examination and complied with the other conditions for the award of a University degree are entitled to receive the addition for graduates even though the degree has not been conferred upon them by the University.

3. Holders of the following qualifications are not regarded as entitled to receive the addition for graduates under the conditions of paragraph II of Part B of this Appendix.

(a) L.L.A. (St. Andrews);

(b) B. ès L. or B. ès Sc. of a French University.

4. In cases where the qualifications listed in Part B of this Appendix are approved as qualifications entitling a teacher to receive the addition for graduates subject to the

specific condition that the teacher has attained an acceptable standard of general education, this standard, in terms of the General Certificate of Education, shall normally be that which is accepted by the Ministry of Education for candidates seeking admission to Training Colleges (Ministry of Education Circular 213). Other qualifications may, however, in special cases be accepted if approved by the Ministry for the purpose.

5. A period of professional experience which is a requisite part of a qualification entitling a teacher to receive the addition for graduates (see paragraph VIII (8), (15), (22) and (23) of Part B of this Appendix), is not on that account ineligible to be reckoned for increments of salary, provided that not more than two increments may be granted in respect of such period. In respect of teachers who held the qualification and were in service on 31st March, 1945, teaching service may be reckoned towards the period of requisite professional experience. Increments allowed under this paragraph are subject to the overriding limits of paragraph 2(b) of Appendix VI.

#### PART B

The following qualifications shall entitle a teacher whose qualifications are accepted by the Ministry for the status of Qualified Teacher, to receive the addition for graduates.

I. Qualifications recognised under *Reports of the Burnham Committee before 1945*, as entitling a teacher to receive the addition for graduates, and continuing to be so recognised.

Recognition under the terms of:

- (i) Sections 8, 9 or 10 of the 1920 and 1927 Secondary Reports, or the corresponding Sections of the 1921 and 1927 Technical Reports (see Appendix IX)
- (ii) Section 3(3)(a)(ii) of the 1938 Technical Report and the corresponding Sections of the Reports of 1921 and 1927 (see Appendix IX).

#### II. University Degrees, etc.

Degrees, other than honorary degrees, of:

- (i) English, Welsh, Scottish and Irish Universities
- (ii) St. David's College, Lampeter
- (iii) Dominion, Colonial and other Universities, provided the standard of the degree (or equivalent qualification otherwise described) approximates to that of an English University. In the case of such qualifications reference should be made to the Ministry of Education for decision unless in any particular case the qualification held by the teacher has already been considered for this purpose in consultation with the Ministry.

#### III. An award of the National Council for Technological Awards.

#### IV. Architecture

Associateship of the Royal Institute of British Architects, provided the teacher has passed the Examination of the Institute, or an examination accepted by the Institute as giving exemption from its own examination.

#### V. Art

(1) The Art Teachers' Diploma or the Teaching Certificate for Teachers in Schools of Art, issued by the Ministry of Education or the Board of Education under the provisions of Rules 109, or of Circular 1214, or—for teachers who have rendered meritorious service as teachers of Art, and who became Certificated Teachers College-trained not later than 1st August, 1923—the qualifications required for the Diploma or Teaching Certificate referred to above, without the completion of the prescribed course of professional training and the passing of an examination in the Principles of Teaching and School Management.

(2) A Pass either in the Ministry of Education Examination in Drawing or in the Ministry of Education Intermediate Examination in Art and Crafts, together with the National Diploma in Design or a Pass in the Final Examination of the Royal Institute of British Architects in Architecture or a Pass in the Ministry of Education Examination in Painting, Modelling, Pictorial Design, Industrial Design or Illustration, provided that the teacher has satisfactorily completed at an approved Art School a one-year full-time course in the principles and practice of teaching and school management.

## APPENDIX V—continued

(3) The passing of an examination under the provisions of the Addendum to Ministry of Education Administrative Memorandum No. 415.

(4) (a) The London University Diploma in Fine Art (Slade School)

(b) Royal Academy Schools Certificate

provided that in each case

(i) it has been endorsed under the provisions of Rules 109, or

(ii) the teacher has passed the Ministry of Education Examination in Drawing or the Ministry of Education Intermediate Examination in Art and Crafts and has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix), or

(iii) the teacher has satisfactorily completed at an approved Art School a one year full-time course in the principles and practice of teaching and school management.

(5) (a) The Diploma of Associateship of the Royal College of Art (A.R.C.A.)

(b) The Diploma of Industrial Design of the Royal College of Art (Des.R.C.A.) provided that, in each case, the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

(6) (a) Rome Scholars

(b) Holders of the Edwin Austin Abbey Major Scholarship

provided that, in each case, they have satisfactorily completed a two-year course of full-time foreign study under supervision approved by the Royal Commissioners for the Exhibition of 1851.

(7) The Full Associateship of the Royal College of Art. (This qualification is not now awarded.)

(8) The Art Masters' Certificate, Group I, if awarded under the Rules of 1901 and subsequent years. (This qualification is not now awarded.)

(9) (a) The Specialist Art Teachers' Diploma of the Edinburgh College of Art

(b) The Sculpture Diploma of the Edinburgh College of Art

provided that, in each case, the teacher entered upon the Course at the College not later than 1947, and that he/she holds the Certificate of Training at the Edinburgh Provincial Training Centre obtained under the Scheme which came into force on 1st October, 1926.

(10) The Secondary Teachers' Art Certificate of the University of Oxford, provided that the requirement of a year's professional training has been fulfilled. (This qualification is not now awarded.)

### VI. Modern Languages

(1) French

(a) Licence ès Lettres

(b) Doctorat d'Université (with thesis written and sustained in French)

(c) Doctorat d'Etat ès Lettres

(2) Other Languages

A qualification determined by the Ministry of Education to be of equivalent standard to those prescribed for French.

### VII. Music

(1) Degree of Master in Music of the Royal College of Music (M.Mus.R.C.M.).

(2) Fellowship Diploma of the Royal College of Organists provided that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

(3) Graduate of the Northern School of Music (G.N.S.M.) (awarded after the fulfilment of the special conditions established by the School) provided that the qualification was not obtained before the 1st April, 1952.

(4) Diploma in Musical Education of the Royal Scottish Academy of Music provided that at least three years after the age of 18 were spent in full-time study in the course leading to the Diploma, and that the teacher has attained an acceptable

standard of general education (see paragraph 4 of Part A of this Appendix), and has successfully completed a course of professional training leading to recognition under Chapter VI of the Scottish Education Department's Regulations for the Training of Teachers.

- (5) Graduate of the Royal Schools of Music (London)
- (6) Associateship of the Royal Academy of Music by examination
- (7) Graduate of the Royal College of Music
- (8) Licentiateship of the Royal Academy of Music with special Teaching Diploma of the Academy
- (9) Associateship of the Royal College of Music with special Teaching Diploma of the College
- (10) Associateship of the Royal Manchester College of Music with Teaching Diploma of the College
- (11) Graduate Diploma of the Trinity College of Music (G.T.C.L.)
- (12) Graduate Diploma of the Birmingham and Midland Institute School of Music (awarded after completion of Special Training Course for Teachers established by the School)
- (13) Graduate Diploma of the Guildhall School of Music and Drama (G.G.S.M. London)

provided that

- (i) in the case of the qualifications (6) to (9) inclusive, the teacher entered upon the course not later than the Session 1929-1930;
- (ii) in the case of the qualifications (5) to (13) inclusive, at least three years after the age of 18 were spent in full-time study in the courses provided by the Academy, Colleges or Schools, and that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

*Note:* Holders of honorary distinctions of the Royal Academy and Royal College of Music (including the Associateship of the Royal Academy not by examination) will continue to be entitled to receive the addition for graduates if at a date not later than 31st December, 1929, they had approved teaching service in that status.

### VIII. Other Qualifications

- (1) Associateship of the Royal College of Science (London)
- (2) Associateship of the Royal College of Science (Ireland)
- (3) Associateship of the City and Guilds of London Institute
- (4) Whitworth Scholarship if gained between 1887 and 1922
- (5) Associate Membership of the following Institutions :
  - (a) The Institution of Civil Engineers
  - (b) The Institution of Mechanical Engineers
  - (c) The Institution of Electrical Engineers
  - (d) The Institution of Chemical Engineers
  - (e) The Institution of Municipal Engineers
  - (f) The Institution of Gas Engineers

provided that in each case the Associate Member has passed the Associate Membership Examination, or an examination accepted by the Institution as giving exemption from the Associate Membership Examination.

- (6) Associate Membership of the Institution of Structural Engineers provided
  - (i) the Associate Member has passed the Associate Membership Examination after 1st April, 1935, or an examination accepted after that date by the Institution as giving exemption from the Associate Membership Examination; and
  - (ii) that the candidate has attained a standard of general education which would qualify him for admission to the studentship class of the Institution were he between the appropriate ages for this class.

(7) Associate Membership by examination of the Institution of Production Engineers provided the Associate Member has passed the Associate Membership Examination not earlier than May, 1951, or an examination accepted after that date by the Institution as giving exemption from the Associate Membership Examination, and

- (i) has passed at Advanced level of the General Certificate of Education in mathematics, or has an equivalent qualification, and
- (ii) has passed at Ordinary level of the General Certificate of Education in chemistry or physics, or has an equivalent qualification.

(8) Professional Associateship of the Royal Institution of Chartered Surveyors (formerly Professional Associate of the Surveyors Institution) provided that the teacher has had four years' professional experience after passing the examination (see paragraph 5 of Part A of this Appendix).

(9) Associate Membership of Town Planning Institute by examination provided

- (i) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix); and either
- (ii) that the Associate Membership has been obtained by examination following a suitable full-time course of study; or
- (iii) that the Associate Membership has been obtained by examination and is supported by professional attainments in other fields.

(10) Associateship of the Institute of Builders provided

- (i) that the Associate Member has passed the Final Examination or an examination accepted by the Institute as giving exemption from the Final Examination; and
- (ii) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

(11) Associateship of the Royal School of Mines.

(12) Associate Membership of the Institution of Mining Engineers by examination.

(13) The First Class Colliery Managers' Certificate together with the Diploma of a Mining College recognised by the Ministry of Fuel and Power.

(14) Associateship of the Institution of Metallurgists if obtained after examination held in or after August, 1949

(15) (a) Barristers (Bar Final)

(b) Solicitors (Final Examination of the Law Society)

provided that, in each case, the teacher has had four years' professional experience after passing the examination (see paragraph 5 of Part A of this Appendix).

(16) M.R.C.S., L.R.C.P., Diploma

(17) Membership of the Royal College of Veterinary Surgeons

(18) (a) Associateship of the Institute of Physics

(b) Associateship of the Royal Institute of Chemistry

provided that, in each case, the Associate has passed the Institute's Examination for Associateship or an examination accepted by the Institute as giving exemption from the Associateship Examination.

(19) (a) Honours Diploma F.S.M.C. if obtained by examination under the Regulations first issued in 1948

(b) Honours Diploma of the British Optical Association if obtained by examination under the Regulations first issued in 1954.

(20) Associateship of the Textile Institute

provided that the Associate has passed either

- (i) Parts 1 and 2 of the Institute's examination under the 1952 Regulations or an examination accepted by the Institute as equivalent, or
- (ii) the examination in General Textile Technology under the Regulations in force before 1952 and the Preliminary Examination or equivalent educational qualification recognised by the Institute.

APPENDIX V—*continued*

(21) Associateship of the Institution of the Rubber Industry by examination

(22) (a) Associateship of the Institute of Chartered Accountants in England and Wales

- (b) Membership of the Institute of Chartered Accountants of Scotland
- (c) Associateship of the Society of Incorporated Accountants and Auditors
- (d) Associateship of the Institute of Actuaries
- (e) Associateship of the Association of Certified and Corporate Accountants provided that, in each case,

- (i) the Associate or Member has passed the Final Examination or an examination accepted by the Institute, Society or Association as giving exemption from the Final Examination, and
- (ii) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix), and
- (iii) the teacher has had four years' professional experience after obtaining the qualification (see paragraph 5 of Part A of this Appendix).

(23) Associate Membership of the Institute of Industrial Administration provided that the Associate Member has

- (i) passed the Institute's examination for Associate Membership or an examination accepted by the Institute as giving exemption from the Institute's examination, and
- (ii) passed in two subjects at Advanced level of the General Certificate of Education or has an equivalent qualification, and
- (iii) had three years' accredited executive experience after the age of 25 (see paragraph 5 of Part A of this Appendix).

(24) Fellowship of the Library Association

(25) Associate Membership of the Institution of Naval Architects

(26) (a) The Extra Master's Certificate of Competency of the Ministry of Transport by examination passed after 1st March, 1931

- (b) The Extra First Class Engineer's Certificate of Competency of the Ministry of Transport

(27) Qualifications obtained by officers and non-commissioned officers who have reached ranks in Her Majesty's Forces promotion to which has followed a course of study or training which the Committee, in agreement with the Minister, accept as equivalent to courses of study resulting in the award of a degree.

IX. Other industrial, commercial or professional qualifications and experience which are accepted by the Committee in agreement with the Minister.

PART C

Definition of First Class Honours degrees, Second Class Honours degrees and Higher degrees for the purposes of paragraph 3 (b) (i) of Section C

The following University degrees with First or Second Class Honours or Higher degrees:—

University	Degree
Birmingham	Master of Arts (between July 1906 and July 1920) Bachelor of Arts (B.A.) (Special or General) (from 1920) Bachelor of Science (B.Sc.) (from 1921) Bachelor of Commerce (B.Com.) (including Division I prior to 1948) Bachelor of Laws (LL.B.) Bachelor of Medicine and Surgery (M.B., Ch.B.) Bachelor of Social Science (B.Soc.Sc.) Bachelor of Music (B.Mus.) (Degree diplomas are not presented on graduation but graduates are supplied with certificates on request.)

APPENDIX V—*continued*

<i>University</i>	<i>Higher degree</i>
Birmingham ... ...	Master of Arts (M.A.) Master of Science (M.Sc.) Master of Commerce (M.Com.) Master of Social Science (M.Soc.Sc.) Master of Surgery (Ch.M.) Master of Music (M.Mus.) Master of Laws (LL.M.) Doctor of Philosophy (Ph.D.) Doctor of Literature (D.Litt.) Doctor of Medicine (M.D.) Doctor of Science (D.Sc.) Doctor of Music (D.Mus.) Doctor of Divinity (D.D.)
	<i>Degree</i>
Bristol ... ...	Bachelor of Arts (Special) (B.A.) Bachelor of Arts (General) (B.A.) Bachelor of Arts (Economics) (B.A. (Econ.)) Bachelor of Music (B.Mus.) Bachelor of Science (Special) (B.Sc.) Bachelor of Science (General) (B.Sc.) Bachelor of Science in Engineering (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Medicine; Bachelor of Surgery (M.B., Ch.B.) Bachelor of Dental Surgery (B.D.S.) Bachelor of Veterinary Science (B.V.Sc.)
	<i>Higher degree</i>
	Master of Arts (M.A.) Master of Science (M.Sc.) Master of Science in Engineering (M.Sc.) Master of Laws (LL.M.) Doctor of Philosophy (Ph.D.) Doctor of Science (D.Sc.)
Cambridge ... ... (see note (2) below)	A degree to which a person has been admitted who has either:  (a) been placed in the first or second class in any Honours Examination which may be taken as a candidate's first Honours Examination and which by itself satisfies the examination requirements for the B.A. degree; or (b) been placed in the first or second class in any two Honours Examinations; or (c) been placed in the first or second class in any Honours Examination if he has qualified for his degree under the regulations for Emergency Allowances to Matriculated Students or the regulations for Allowances to Candidates for Commissions in H.M. Forces or the regulations for Allowances to Students entering the University after War Service.  For this purpose:— (i) in Part III of the Mathematical Tripos or Part II of the Mechanical Sciences Tripos, Honours with distinction is deemed the equivalent of a place in the first class and honours without distinction is deemed the equivalent of a place in the second class. (ii) in Part I of the Modern and Medieval Languages Tripos a candidate is not deemed to have attained the first or second class unless he has been placed not lower than the second class in each of the two languages taken by him.

APPENDIX V—*continued**University*Cambridge ... ...  
(see note (2) below)*Higher degree*

Bachelor of Medicine (M.B.)  
 Bachelor of Surgery (B.Chr.)  
 Bachelor of Veterinary Medicine (M.B.)  
 Master of Laws (LL.M.)  
 Master of Music (Mus.M.)  
 Master of Literature (M.Litt.)  
 Master of Science (M.Sc.)  
 Doctor of Philosophy (Ph.D.)  
 Bachelor of Divinity (B.D.)  
 Master of Surgery (M.Chr.)  
 Bachelor of Laws (LL.B.)  
 Bachelor of Music (Mus.B.)  
 Doctor of Divinity (D.D.)  
 Doctor of Laws (LL.D.)  
 Doctor of Medicine (M.D.)  
 Doctor of Music (Mus.D.)  
 Doctor of Letters (Litt.D.)  
 Doctor of Science (Sc.D.)

*Degree*

Durham ... ...  
 Bachelor of Arts (B.A.)  
 Bachelor of Arts in Fine Art (B.A.)  
 Bachelor of Arts in Town and Country Planning (B.A.)  
 Bachelor of Architecture (B.Arch.)  
 Bachelor of Medicine and Bachelor of Surgery (M.B.,  
 B.S.)  
 Bachelor of Dental Surgery (B.D.S.)  
 Bachelor of Science in Pure Science (including General  
 Honours and the General Degree with Honours)  
 (B.Sc.)  
 Bachelor of Science in Applied Science (B.Sc.)  
 Bachelor of Science in Agriculture (B.Sc.)  
 Bachelor of Commerce (B.Com.)  
 Bachelor of Arts in Economic Studies (B.A.)  
 Bachelor of Arts with Honours in Oriental Studies  
 (B.A.)  
 Bachelor of Laws (LL.B.)

*Higher degree*

Master of Arts (M.A.)  
 Master of Letters (M.Litt.)  
 Doctor of Letters (D.Litt.)  
 Doctor of Medicine (M.D.)  
 Doctor of Surgery (D.S.)  
 Doctor of Hygiene (D.Hyg.)  
 Master of Dental Surgery (M.D.S.)  
 Doctor of Dental Science (D.D.S.)  
 Master of Music (M.Mus.)  
 Doctor of Music (D.Mus.)  
 Master of Commerce (M.Com.)  
 Master of Arts in Economic Studies (M.A.)  
 Master of Laws (LL.M.)  
 Master of Education (M.Ed.)  
 Bachelor of Divinity (B.D.)  
 Doctor of Divinity (D.D.)  
 Master of Science (Faculties of Science, Applied Science  
 and Agriculture) (M.Sc.)  
 Doctor of Philosophy (All Faculties) (Ph.D.)  
 Doctor of Law (LL.D.)

*Degree*

Exeter ... ...  
 Bachelor of Arts (B.A.)  
 Bachelor of Science (B.Sc.)  
 Bachelor of Laws (LL.B.)

APPENDIX V—*continued*

<i>University</i>	<i>Higher degree</i>
Exeter ... ... ...	Master of Arts (M.A.) Master of Science (M.Sc.) Master of Laws (LL.M.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Laws (LL.D.)
	<i>Degree</i>
Hull ... ... ...	Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Science (Economics) (B.Sc.(Econ.))
	<i>Higher degree</i>
	Master of Arts (M.A.) Master of Science (M.Sc.) Master of Laws (LL.M.) Master of Economic Science (M.Sc.(Econ.)) Master of Education (M.Ed.) Bachelor of Divinity (B.D.) Doctor of Divinity (D.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Laws (LL.D.) Doctor of Music (D.Mus.) Doctor of Philosophy (Ph.D.)
	<i>Degree</i>
Leeds ... ... ...	Bachelor of Arts (B.A.) (including B.A. Hons.(Gen.) 1936-40 only) Bachelor of Science (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Commerce (B.Com.) Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.) Bachelor of Dental Surgery (B.Ch.D.)
	<i>Higher degree</i>
	Master of Arts (M.A.) Master of Science (M.Sc.) Master of Education (M.Ed.) Doctor of Philosophy (Ph.D.) Master of Laws (LL.M.) Master of Commerce (M.Com.)
	<i>Degree</i>
Liverpool ... ... ...	Bachelor of Arts (B.A.) (1903-35) Bachelor of Arts in Special Studies (B.A.) (from 1932) Bachelor of Arts in General Studies (B.A.) (from 1932) Bachelor of Commerce (B.Com.) (1924-40) (1950 to date) Bachelor of Arts in Architecture (B.A.(Arch.)) (1903-10) Bachelor of Architecture in Architectural Design (B.Arch.) (1920-32) Bachelor of Architecture in Architectural Construction (B.Arch.) (1920-32) Bachelor of Architecture (B.Arch.) (from 1932) Bachelor of Science (B.Sc.) Bachelor of Medicine, Bachelor of Surgery (M.B., Ch.B.) Bachelor of Dental Surgery (B.D.S.) (from 1914) Bachelor of Laws (LL.B.) Bachelor of Engineering (B.Eng.) Bachelor of Veterinary Science (B.V.Sc.)

APPENDIX V—*continued*

<i>University</i>	<i>Higher degree</i>
Liverpool	Doctor of Letters (Litt.D.) Master of Civic Design (M.C.D.) Master of Commerce (M.Com.) Doctor of Science (D.Sc.) Doctor of Medicine (M.D.) Master of Radiology (M.Rad.) Master of Dental Surgery (M.D.S.) Doctor of Laws (LL.D.) Doctor of Engineering (D.Eng.) Doctor of Veterinary Science (D.V.Sc.) Master of Veterinary Science (M.V.Sc.) Doctor in Philosophy (Ph.D.) Master of Arts (M.A.) Master of Architecture (M.Arch.) Master of Science (M.Sc.) Master of Surgery (Ch.M.) Master of Orthopaedic Surgery (M.Ch.Orih.) Master of Laws (LL.M.) Master of Engineering (M.Eng.)
London	<i>Degree</i> Bachelor of Arts (Honours) (B.A.) Bachelor of Science (Special or General) (B.Sc.) Bachelor of Science (Economics) (B.Sc. (Econ.)) Bachelor of Science (Sociology) (B.Sc.(Soc.)) Bachelor of Commerce (B.Com.) Bachelor of Divinity (B.D.) Bachelor of Laws (LL.B.) Bachelor of Science (Engineering) (B.Sc.(Eng.)) Bachelor of Music (B.Mus.) (from 1951) Bachelor of Science (Household and Social Science) (B.Sc.(H. and S.S.)) Bachelor of Science (Household Science) (B.Sc. (Household Science)) Bachelor of Science (Nutrition) (B.Sc. (Nutrition)) Bachelor of Science (Agriculture) (B.Sc. (Agric.)) with Honours from 1955 Bachelor of Arts in Architecture (B.A.) Bachelor of Pharmacy (B.Pharm.)
	<i>Higher degree</i> Master of Theology (M.Th.) Doctor of Divinity (D.D.) Master of Arts (M.A.) Doctor of Literature (D. Lit.) Master of Laws (LL.M.) Doctor of Laws (LL.D.) Doctor of Music (D.Mus.) Doctor of Medicine (M.D.) Master of Surgery (M.S.) Master of Dental Surgery (M.D.S.) Master of Pharmacy (M.Pharm.) Master of Science (M.Sc.) Doctor of Science (D.Sc.) Master of Science (Agriculture) (M.Sc.(Agric.)) Master of Science (Engineering) (M.Sc. (Eng.)) Doctor of Science (Engineering) (D.Sc.(Eng.)) Master of Science (Economics) (M.Sc. (Econ.)) Doctor of Science (Economics) (D.Sc.(Econ.)) Master of Science (Estate Management) (M.Sc.(Est. Man.)) Doctor of Philosophy (Ph.D.) (conferred in all faculties)
Manchester	<i>Degree</i> Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Laws (LL.B.)

APPENDIX V—*continued*

<i>University</i>	<i>Degree (continued)</i>
Manchester ... ...	Bachelor of Arts (Economics and Social Studies) (B.A.(Econ.)) Bachelor of Technical Science (B.Sc. Tech.) Bachelor of Divinity (B.D.) Bachelor of Music (Mus.B.)
	<i>Higher degree</i>
	Master of Arts (M.A.) Master of Science (M.Sc.) Master of Laws (LL.M.) Master of Dental Surgery (M.D.S.) Master of Arts (Economic and Social Studies) (M.A. (Econ.)) Master of Arts (Commerce) (M.A.(Com.)) Master of Arts (Administration) (M.A.(Admin.)) Master of Technical Science (M.Sc.Tech.) Master in Education (M.Ed.)
	<i>Degree</i>
Nottingham ... ...	Bachelor of Arts (B.A.) Bachelor of Laws (LL.B.) Bachelor of Science (B.Sc.) Bachelor of Pharmacy (B.Pharm.) (from 1956) Bachelor of Science in Engineering (B.Sc.(Eng.)) (up to 1957) Bachelor of Science in Mining (B.Sc.(Min.)) (up to 1957) Bachelor of Music (B.Mus.) (from 1958)
	<i>Higher degree</i>
	Doctor of Divinity (D.D.) Doctor of Laws (LL.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Philosophy (Ph.D.) Bachelor of Divinity (B.D.) Master of Arts (M.A.) Master of Laws (LL.M.) Master of Education (M.Ed.) Master of Science (M.Sc.) Master of Pharmacy (M.Pharm.)
Oxford ... ... (see note (2) below)	A degree in which the teacher was placed in Class I or Class II of the final examination in one of the following schools:  Literae Humaniores Mathematics Natural Science Jurisprudence Modern History Theology Oriental Studies English Language and Literature Modern Languages Philosophy, Politics and Economics Geography Agriculture Forestry Psychology, Philosophy and Physiology Music
	<i>Higher degree</i>
	Bachelor of Music (B.Mus.) Doctor of Music (D.Mus.) Bachelor of Letters (B.Litt.) Bachelor of Philosophy (B.Phil.) Bachelor of Science (B.Sc.)

APPENDIX V—*continued*

<i>University</i>	<i>Higher degree (continued)</i>
Oxford ... ... ... (see note (2) below)	Doctor of Philosophy (D.Phil.) Doctor of Letters (D. Litt.) Doctor of Science (D.Sc.) Bachelor of Civil Law (B.C.L.) Doctor of Civil Law (D.C.L.) Bachelor of Medicine (B.M.) Doctor of Medicine (D.M.) Master of Surgery (M.Ch.) Bachelor of Divinity (B.D.) Doctor of Divinity (D.D.)
	<i>Degree</i>
Reading ... ... ...	Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Science (Agriculture) (B.Sc.(Agric.)) (prior to 1952)
	<i>Higher degree</i>
	Master of Arts (M.A.) Master of Science (M.Sc.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.)
	<i>Degree</i>
Sheffield ... ... ...	Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.) (prior to 1954) Bachelor of Dental Surgery (B.D.S.) (prior to 1954) Bachelor of Engineering (B.Eng.) (from 1923) Bachelor of Metallurgy (B.Met.) (from 1923) Bachelor of Technical Science (B.Sc.(Tech.)) (from 1923) Bachelor of Laws (LL.B.) (from 1951) (Graduation diplomas issued prior to 1920 did not show the class of honours awarded.)
	<i>Higher degree</i>
	Bachelor of Music (B.Mus.) Master of Arts (M.A.) Master of Laws (LL.M.) Master of Science (M.Sc.) Master of Engineering (M.Eng.) Master of Technical Science (M.Sc.Tech.) Master of Metallurgy (M.Met.) Doctor of Philosophy (Ph.D.) Master of Surgery (Ch.M.) Master of Dental Surgery (M.D.S.) Doctor of Medicine (M.D.)
	<i>Degree</i>
Southampton ... ... ...	Bachelor of Arts (Honours) (B.A.(Hons.)) Bachelor of Arts (General) (B.A.(Gen.)) Bachelor of Arts (Law) (B.A. (Law)) Bachelor of Science (Special) (B.Sc.Special(Hons.)) Bachelor of Science (General) (B.Sc.Gen.Hons.) Bachelor of Science Honours in Engineering (B.Sc.Eng. (Hons.)) Bachelor of Science (Economics) (B.Sc. Econ.)
	<i>Higher degree</i>
	Master of Arts (M.A.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Master of Science (M.Sc.)

APPENDIX V—*continued*

<i>University</i>	<i>Higher degree (continued)</i>
Southampton ... ...	Doctor of Science (D.Sc.) Master of Science Engineering (M.Sc.(Eng.)) Master of Science Economics (M.Sc.(Econ.)) Doctor of Science Economics (D.Sc. (Econ.)) Master of Arts Education (M.A. (Ed.)) Master of Laws (LL.M.) Doctor of Laws (LL.D.)
	<i>Degree</i>
North Staffordshire (University College) ...	Bachelor of Arts (B.A.)
	<i>Degree</i>
Wales ... ... ...	Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Music (B.Mus.) Bachelor of Laws (LL.B.) Bachelor of Architecture (B.Arch.)
	<i>Higher degree</i>
	Bachelor of Divinity (B.D.) Master of Arts (M.A.) Master of Science (M.Sc.) Master of Music (M.Mus.) Master of Laws (LL.M.) Master of Pharmacy (M.Pharm.) Doctor of Philosophy (Ph.D.) Master of Surgery (M.Ch.) Doctor of Medicine (M.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Divinity (D.D.) Doctor of Music (D.Mus.) Doctor of Laws (LL.D.)
	<i>Degree</i>
Scotland	
St. Andrews ... ...	Master of Arts (M.A.) Bachelor of Science (B.Sc.)
	<i>Higher degree</i>
	Bachelor of Philosophy (B.Phil.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Philosophy (Ph.D.) Bachelor of Education (Ed.B.) Bachelor of Laws (LL.B.) Bachelor of Divinity (B.D.)
	<i>Degree</i>
Aberdeen ... ... ...	Master of Arts (M.A.) Bachelor of Science (B.Sc.) Bachelor of Science in Agriculture (B.Sc.Agr.) Bachelor of Science in Forestry (B.Sc.For.) Bachelor of Science in Engineering (B.Sc.Eng.) Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.)
	<i>Higher degree</i>
	Bachelor of Education (Ed.B.) Bachelor of Divinity (B.D.) Bachelor of Laws (LL.B.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Medicine (M.D.) Master of Surgery (Ch.M.)

APPENDIX V—*continued*

<i>University</i>	<i>Degree</i>
Edinburgh ... ...	Master of Arts (M.A.) Bachelor of Science (Pure Science) (B.Sc.) Bachelor of Science (Agriculture) (B.Sc.) Bachelor of Science (Forestry) (B.Sc.) Bachelor of Science (Engineering) (B.Sc.) Bachelor of Science (Mining) (B.Sc.) Bachelor of Science Technical Chemistry (Chemical Technology) (B.Sc.) Bachelor of Music (B.Mus.)
	<i>Higher degree</i>
	Bachelor of Education (B.Ed.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Bachelor of Laws (LL.B.) Bachelor of Divinity (B.D.) Doctor of Music (D.Mus.) Master of Science (M.Sc.) Doctor of Science (D.Sc.)
	<i>Degree</i>
Glasgow ... ...	Master of Arts (M.A.) Bachelor of Science (B.Sc.) (Pure Science from 1921) (Engineering from 1925) Bachelor of Science in Applied Chemistry (B.Sc.) (from 1925) Bachelor of Music (B.Mus.)
	<i>Higher degree</i>
	Doctor of Philosophy (Ph.D.) Bachelor of Letters (B.Litt.) Doctor of Science (D.Sc.) Doctor of Letters (D.Litt.) Doctor of Medicine (M.D.) Master of Surgery (Ch.M.) Doctor of Music (D.Mus.) Bachelor of Laws (LL.B.) Bachelor of Divinity (B.D.) Bachelor of Education (Ed.B.)
Ireland	<i>Degree</i>
Queen's, Belfast ... ...	Bachelor of Arts (B.A.) Bachelor of Science, Pure Science and Applied Science and Technology (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Commercial Science (B.Com.Sc.) Bachelor of Science (Economics) (B.Sc.(Econ.)) (after 1948) Bachelor of Agriculture (B.Agr.) Bachelor of Medicine (M.B.) Bachelor of Music (B.Mus.) Bachelor of Dental Surgery (B.D.S.)
	<i>Higher degree</i>
	Doctor of Literature (D.Lit.) Doctor of Science (D.Sc.) Doctor of Medicine (M.D.) Doctor of Laws (LL.D.) Doctor of Philosophy (Ph.D.) Master of Arts (M.A.) Bachelor of Education (B.Ed.) Bachelor of Divinity (B.D.) Master of Science (M.Sc.) Master of Surgery (M.Ch.) Master of Dental Surgery (M.D.S.) Master of Science in Economics (M.Sc.(Econ.)) Master of Agriculture (M.Agr.) Master of Laws (LL.M.)

## APPENDIX V—continued

University	Degree
National, Duhlin ...	<p>Bachelor of Arts (B.A.)      Bachelor of Music (B.Mus.)      Bachelor of Science (B.Sc.)      Bachelor of Agricultural Science (B.Agr.Sc.)      Bachelor of Commerce (B.Comm.)      Bachelor of Dairy Science (B.Sc. (Dairying)) (after 1927)      Bachelor of Engineering (B.E.)      Bachelor of Architecture (B.Arch.)      Bachelor of Veterinary Medicine (M.V.B.) (after 1947)      Bachelor of Medicine, Bachelor of Surgery, Bachelor of      Obstetrics (M.B., B.Ch., B.A.O.)      Bachelor of Dental Surgery (B.D.S.)      Bachelor of Civil Law (B.C.L.) (after 1954)</p>
	<i>Higher degree</i>
	<p>Master of Arts (M.A.)      Master of Science (M.Sc.)      Master of Agricultural Science (M.Agr.Sc.)      Bachelor of Laws (LL.B.)      Master of Engineering (M.E.)      Master of Architecture (M.Arch.)      Master of Commerce (M.Comm.)      Master of Surgery (M.Ch.)      Master of Obstetrics (M.A.O.)      Master of Dental Surgery (M.D.S.)      Master of Economic Science (M.Econ.Sc.) (after 1928)      Master of Dairy Science (M.Sc.Dairying)      Master of Veterinary Medicine (M.V.M.)      Philosophiae Doctor (Ph.D.)      Doctor of Literature (D.Litt.)      Doctor of Music (D.Mus.)      Doctor of Celtic Studies (D.Litt.Celt.)      Doctor of Science (D.Sc.)      Doctor of Laws (LL.D.)      Doctor of Economic Science (D.Econ.Sc.)      Doctor of Science (Public Health) (D.Sc. Public Health)      (prior to 1948)      Doctor of Medicine (M.D.)</p>
Duhlin, Trinity College ...	<p style="text-align: right;">Degree</p> <p>Mathematics      Classics      Mental and Moral Philosophy (prior to 1926)      Mental and Moral Science (from 1926)      Experimental Science      Natural Science      History and Political Science (prior to 1948)      Modern History and Political Science (from 1948)      Ancient History and Political Science (from 1948)      Modern Literature      Legal and Political Science (prior to 1933)      Legal Science (from 1933)      Economics and Political Science (from 1933)      Engineering Science (prior to 1954)      Celtic Languages      Oriental Languages      Ancient and Modern Literature (from 1951)      (Prior to 1925 a Senior Moderatorship is deemed the      equivalent of a First or Second Class Honours      degree)</p>
	<i>Higher degree</i>
	<p>Master in Science (M.Sc.)      Doctor in Science (Sc.D.)      Doctor in Philosophy (Ph.D.)      Bachelor in Letters (B.Litt.)</p>

<i>University</i>	<i>Higher degree (continued)</i>
Dublin, Trinity College ...	Doctor in Letters (Litt.D.) Bachelor in Divinity (B.D.) Doctor in Divinity (D.D.) Doctor in Medicine (M.D.) Master in Surgery (M.Ch.) Master in Obstetrics (M.A.O.) Master in Dental Science (M.Dent.Sci.) Master in Civil Engineering (M.A.I.) Bachelor in Music (Mus.B.) Doctor in Music (Mus.D.) Master in Commerce (M.Comm.)

Such other degrees with First or Second Class Honours or Higher degrees of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland, as are added to the foregoing list by the Burnham Committee.

#### *Notes*

(1) Teachers who have passed the requisite final examination and complied with the other conditions for the award of a First or Second Class Honours degree or Higher degree are entitled to receive the addition even though the degree has not been conferred.

(2) In the case of Cambridge and Oxford Universities, women who otherwise satisfied the conditions for the award of a degree as set out above are entitled to receive the addition, even though the regulations of those Universities for the time being in force precluded the conferment of the degree upon them.

## APPENDIX VI

### Conditions governing the addition to the minimum of the Qualified Teacher Scale in respect of experience gained prior to the date of qualification for the status of Qualified Teacher, and to the minimum of the scales for Unqualified and Temporary Teachers

#### *(References Sections C, E and G)*

1. In applying the provisions of paragraphs 4 (a), (b) and (c) of Section C, paragraph 3 of Section E and paragraph 3 of Section G, a period of 11 months 15 days or more, or a balance of 11 months 15 days or more in excess of a number of completed years, is reckoned as a complete year.

Further, in assessing the additions to the minimum in respect of "each period of three years", a period, being not less than three years, which exceeds a multiple of three by not less than two, shall be treated as if it were the next higher multiple of three.

2. In the case of Qualified Teachers, war service which, under the conditions of Appendix III, is eligible to be reckoned for increments on the Qualified Teacher scale shall not be taken into account in determining the maximum number of increments allowable in accordance with sub-paragraphs (a) and (b) below, subject however to the special provisions of paragraph 3 (d) of Part A of Appendix III.

(a) In applying the provisions of paragraph 4 (b) and (c) of Section C, no teacher shall receive more than 12 increments in respect of experience gained prior to the date of qualification for the status of Qualified Teacher, either (i) for teaching experience, or (ii) for experience of other kinds, or (iii) for teaching and other experience taken together.

(b) Further, it shall be a condition that the increments added to the minimum of the scale in respect of non-teaching experience prior to the date of qualification, together with any increments allowed in respect of non-teaching experience after the date of qualification under paragraph 9 of Part C of Appendix II, shall not in the aggregate exceed 12.

3. A period which is taken into account for any one of the purposes described in this Appendix should not also be reckoned for any other such purpose.

4. Non-teaching experience of the kind which is taken into account under the proviso to paragraph 4 (b) of Section C shall be completed years (as defined in paragraph I of this Appendix) of experience in gainful employment.

## APPENDIX VII

### Unit Totals and Review Averages (References Sections H, K, L and M)

#### PART A

1. "Unit total" of a school or department for any year is a figure as assessed by reference, firstly, to the number of pupils on the roll of the school or department on Ministry of Education Form 7 (Schools) for the year concerned.

In the case of a Nursery or Special School the number on roll shall be as at the date taken for the purposes of Form 7 (Schools).

2. In the case of a Primary or Secondary School or Department, other than a Special School, the number of pupils as thus ascertained is further classified according to their ages as at 31st March following.

For this purpose the age of any pupil at the relevant date shall be determined by reference to the anniversary of his/her birth, e.g., a pupil shall not be deemed to have attained the age of 15 years until the 15th anniversary of his/her birthday.

For the purposes of this Report the unit total for 1956 and for subsequent years shall be calculated as follows:

For each pupil under 13 years of age (including children under 5 years of age) ...	Count 1 unit
For each pupil aged 13 and under 15 ...	Count 2 units
For each pupil aged 15 and under 16 ...	Count 4 units
For each pupil aged 16 and under 17 ...	Count 6 units
For each pupil aged 17 and over ...	Count 10 units

The unit total for 1955 and for earlier years are calculated in accordance with the provisions of paragraph 2 of Part A of Appendix VII to the Burnham Primary and Secondary Schools Report, 1954 (see Appendix IX).

3. In the case of Special Schools, a procedure similar to that described in paragraph 1 above shall be followed. The further classification of the enrolled pupils shall be on the basis of the type or types of special educational treatment provided for the enrolled pupils and not according to their ages. This procedure is applicable equally to a school which is recognised as providing special educational treatment of more than one type, as to a school recognised as providing one type only.

The "unit total (S)" is calculated as follows :

	For each pupil count
Delicate children ...	2 units
Educationally sub-normal, Epileptic, Physically Handicapped children, Children in Hospital Schools ...	3 units
Blind, Partially sighted, Maladjusted children ...	4 units
Deaf, Partially deaf, and children suffering from Speech defect ...	6 units

4. "Review average" of a school or department is the average, to the nearest whole number, of the unit totals for the year of the review and the previous two years. The last review average was calculated in 1955, the next shall be calculated in 1958, and thereafter every third year.

5. The unit total and the review average are calculated for a school or department, and they are used as the basis of determining (a) the Head Teacher Allowance, as laid down in Section H, (b) the Deputy Head Teacher Allowance, as laid down in Section K, and (c) the "score" for graded posts, as laid down in Section M.

#### PART B

### Conditions of the application of Unit Totals and Review Averages in determining the Head Teacher and Deputy Head Teacher Allowance for a School or Department

The provisions in the paragraphs which follow are related to those in Sections H and K.

1. Subject to the conditions of paragraphs 2 and 3 immediately following the Head Teacher and Deputy Head Teacher Allowance shall be calculated as follows:

(a) For the period from 1st October, 1956, to 31st March, 1958, on the review average for 1955 or the unit total for 1956, whichever is the greater.

(b) For the three years beginning 1st April, 1958, on the review average for 1958.

(c) For every three years thereafter beginning 1st April, the procedure in (b) above shall apply with appropriate adjustment of dates.

## APPENDIX VII—continued

2. The Head Teacher and Deputy Head Teacher Allowance for the Head and Deputy Head of a school or department which was newly opened or reorganised on or after 1st April, 1949, shall be assessed as follows:

(a) *Newly opened or reorganised during the period 1st April, 1949, to 31st March, 1952.*

For the period from 1st October, 1956, to 31st March, 1957, on the unit total for 1955, or the unit total for 1956, whichever is the greater.

For the year beginning 1st April, 1957, on the unit total for 1955, or the unit total for 1956, whichever is the greater.

From 1st April, 1958, and thereafter under paragraph 1 (b) and (c) above.

(b) *Newly opened or reorganised during the period 1st April, 1952, to 30th September, 1956.*

(i) *In the year beginning 1st April, 1952*

For the period from 1st October, 1956, to 31st March, 1957, on the unit total for 1956.

For the year beginning 1st April, 1957, on the unit total for 1956.

For the three years beginning 1st April, 1958, on the unit total for 1958.

From 1st April, 1961, and thereafter under paragraph 1(c) above.

(ii) *In the year beginning 1st April, 1953*

For the period from 1st October, 1956, to 31st March, 1957, on the estimated unit total for 1957.

For the year beginning 1st April, 1957, on the unit total for 1957.

For the three years beginning 1st April, 1958, on the unit total for 1958.

From 1st April, 1961, and thereafter under paragraph 1(c) above.

(iii) *In the year beginning 1st April, 1954*

For the period from 1st October, 1956, to 31st March, 1957, on the estimated unit total for 1958.

For the year beginning 1st April, 1957, on the estimated unit total for 1958.

For the three years beginning 1st April, 1958, on the unit total for 1958.

From 1st April, 1961, and thereafter under paragraph 1(c) above.

(iv) *In the year beginning 1st April, 1955*

For the period from 1st October, 1956, to 31st March, 1957, on the estimated unit total for 1959.

For the two years beginning 1st April, 1957, on the estimated unit total for 1959.

For the two years beginning 1st April, 1959, on the unit total for 1959.

For the three years beginning 1st April, 1961, on the unit total for 1961.

From 1st April, 1964, and thereafter under paragraph 1(c) above.

(v) *In the period from 1st April, 1956, to 30th September, 1956*

For the period from 1st October, 1956, to 31st March, 1957, on the estimated unit total for 1960.

For the three years beginning 1st April, 1957, on the estimated unit total for 1960.

For the year beginning 1st April, 1960, on the unit total for 1960.

For the three years beginning 1st April, 1961, on the unit total for 1961.

From 1st April, 1964, and thereafter under paragraph 1(c) above.

(c) *Newly opened or reorganised during the period 1st October, 1956, to 31st March, 1960.*

(i) *In the period from 1st October, 1956, to 31st March, 1957*

For the period from the date of opening or reorganisation until 31st March, 1957, on the estimated unit total for 1960.

For the three years beginning 1st April, 1957, on the estimated unit total for 1960.

For the year beginning 1st April, 1960, on the unit total for 1960.

For the three years beginning 1st April, 1961, on the unit total for 1961.

From 1st April, 1964, and thereafter under paragraph 1(c) above.

(ii) *In the year beginning 1st April, 1957*

For the period from the date of opening or reorganisation until 31st March, 1958, on the estimated unit total for 1961.

#### APPENDIX VII—continued

For the three years beginning 1st April, 1958, on the estimated unit total for 1961.

For the three years beginning 1st April, 1961, on the unit total for 1961.

From 1st April, 1964, and thereafter under paragraph 1 (c) above.

(iii) *In the year beginning 1st April, 1958*

For the period from the date of opening or reorganisation until 31st March, 1959, on the estimated unit total for 1962.

For the three years beginning 1st April, 1959, on the estimated unit total for 1962.

For the two years beginning 1st April, 1962, on the unit total for 1962.

For the three years beginning 1st April, 1964, on the unit total for 1964.

From 1st April, 1967, and thereafter under paragraph 1 (c) above.

(iv) *In the year beginning 1st April, 1959*

For the period from the date of opening or reorganisation until 31st March, 1960, on the estimated unit total for 1963.

For the three years beginning 1st April, 1960, on the estimated unit total for 1963.

For the year beginning 1st April, 1963, on the unit total for 1963.

For the three years beginning 1st April, 1964, on the unit total for 1964.

From 1st April, 1967, and thereafter under paragraph 1 (c) above.

(d) *Newly opened or reorganised subsequent to 31st March, 1960*.

The procedure in sub-paragraphs (c) (ii), (c) (iii) and (c) (iv) above shall apply with appropriate adjustment of dates.

3. For the purposes of the foregoing provisions, local education authorities should regard a school or department as having been reorganised if (a) a change occurs which alters the character of the organisation in the sense, e.g., that it will cater for pupils of different age range or sex, or (b) if, the organisation remaining unchanged, the Authority takes some action in the interest of educational organisation the effect of which would be significantly to add to or reduce the number of children who will normally be enrolled. The latter provision should not be regarded as applicable to a case where, due to circumstances other than those directly resulting from such decision by the Authority, the increase or decline in numbers of pupils is due to other causes.

#### PART C

##### Conditions of the application of Unit Totals and Review Averages in determining the "score" for graded posts

The provisions in the paragraphs which follow are related to those in Section M.

1. Subject to the conditions of paragraph 2 immediately following, the "score" for graded posts for a school or department shall be calculated as follows:

(a) For the period from 1st October, 1956 to 31st March, 1958, on the unit total for 1956.

(b) For the three years beginning 1st April, 1958, on the review average for 1958.

(c) For every three years thereafter beginning 1st April, the procedure in (b) above shall apply with appropriate adjustment of dates.

2. The "score" for a school or department which was newly-opened or reorganised on or after 1st April, 1951, shall be assessed as follows:

(a) *Newly-opened or reorganised during the period 1st April, 1951, to 31st March, 1954*.

For the period from 1st October, 1956 to 31st March, 1957, on the unit total for 1956.

For the year beginning 1st April, 1957, on the unit total for 1957.

From 1st April, 1958, and thereafter under paragraph 1 (b) and (c) above.

(b) *Newly-opened or reorganised during the period 1st April, 1954, to 30th September, 1956*.

#### APPENDIX VII—*continued*

(i) In the year beginning 1st April, 1954  
For the period from 1st October, 1956 to 31st March, 1957, on the unit total for 1956.  
For each of the following four years beginning 1st April, on the unit total for 1957, 1958, 1959 and 1960 respectively.  
From 1st April, 1961, and thereafter under paragraph 1 (c) above.

(ii) In the year beginning 1st April, 1955  
For the period from 1st October, 1956 to 31st March, 1957, on the estimated unit total for 1957.  
For each of the following four years beginning 1st April, on the unit total for 1957, 1958, 1959 and 1960 respectively.  
From 1st April, 1961, and thereafter under paragraph 1 (c) above.

(iii) In the period from 1st April, 1956 to 30th September, 1956  
For the period from 1st October, 1956 to 31st March, 1958, on the estimated unit total for 1958.  
For each of the following three years beginning 1st April, on the unit total for 1958, 1959 and 1960 respectively.  
From 1st April, 1961, and thereafter under paragraph 1 (c) above.

(c) *Newly-opened or reorganised during the period 1st October, 1956, to 31st March, 1960.*

(i) In the period from 1st October, 1956 to 31st March, 1957  
For the period from the date of opening or reorganisation until 31st March, 1958, on the estimated unit total for 1958.  
For each of the following three years beginning 1st April, on the unit total for 1958, 1959 and 1960 respectively.  
From 1st April, 1961, and thereafter under paragraph 1 (c) above.

(ii) In the year beginning 1st April, 1957  
For the period from the date of opening or reorganisation until 31st March, 1959, on the estimated unit total for 1959.  
For each of the following five years beginning 1st April, on the unit total for 1959, 1960, 1961, 1962 and 1963 respectively.  
From 1st April, 1964, and thereafter under paragraph 1 (c) above.

(iii) In the year beginning 1st April, 1958  
For the period from the date of opening or reorganisation until 31st March, 1960, on the estimated unit total for 1960.  
For each of the following four years beginning 1st April, on the unit total for 1960, 1961, 1962 and 1963 respectively.  
From 1st April, 1964, and thereafter under paragraph 1 (c) above.

(iv) In the year beginning 1st April, 1959  
For the period from the date of opening or reorganisation until 31st March, 1961, on the estimated unit total for 1961.  
For each of the following three years beginning 1st April, on the unit total for 1961, 1962 and 1963 respectively.  
From 1st April, 1964, and thereafter under paragraph 1 (c) above.

(d) *Newly-opened or reorganised subsequent to 31st March, 1960*

The procedure in sub-paragraphs (c) (ii), (c) (iii) and (c) (iv) above shall apply with appropriate adjustment of dates.

#### APPENDIX VIII

##### I. Grading of Posts of Head of Department (Reference Section L)

(a) In determining the grading of an allowance for a post of Head of Department the Local Education Authority should have regard to the size of the department and its importance in the curriculum, to the number of teachers engaged and to the amount

## APPENDIX VIII—continued

of advanced work, as defined in paragraph 1 of Section L, undertaken. In the case of a subject department, however, the fact that only one teacher is engaged in teaching the subject or that there is no advanced work need not preclude the establishment of a post of Head of Department in that subject if the Authority is satisfied that the circumstances in the school justify such establishment.

Normally in schools up to Group VII or VIII, Grade A only will be required. In schools from Group VIII or IX to Group XI or XII, Grade B will be used for the more important departments and Grade A for the less important. In schools in Group XII or XIII to Group XVI or XVII, Grade C will be used for the most important departments and Grades A and/or B for the others according to their size and importance. In schools in Group XVII or XVIII or above, Grade D will be used for the most important departments and the lower Grades for the others according to the load of work in each.

(b) (i) Posts of Head of Department may be established in other circumstances, for example, where a teacher is not attached to the staff of a particular school, but is responsible for a special centre, or, where a school is organised in separate buildings and a teacher is in charge of a substantial annexe, although he does not take responsibility for a subject.

(ii) In large schools of say 1,000 pupils or more where the school is organised in sections, for example, lower school, middle school, a teacher in charge of such a section may be appointed as a Head of Department.

In all of these cases it is for the Authority to determine the appropriate grade of allowance, having regard to the responsibility involved in the particular post.

## 2. Application of "score" for graded posts in Secondary Technical Schools attached to Establishments for Further Education

(Reference Section N)

The provision in paragraph 2 of Section N which enables a local education authority, in its discretion, to vary the provisions of paragraph 3 of Section M, is intended by the Committee to meet the particular needs of a Secondary Technical School where a substantial proportion of the staff of the school, are, under the provisions of paragraph 1 of Appendix I to this Report, paid under the Burnham Further Education Report. In such a school it would be appropriate to reduce the "score" of graded posts to a "score" properly related to the number of the staff of the school who are paid under the provisions of this Report and it is the intention of the Committee that such adjustment should place the members of the staff of the school on a footing parallel to that obtaining in a comparable Secondary Technical School not attached to an Establishment for Further Education.

## APPENDIX IX

### Relevant Extracts from Previous Reports

Relevant Sections of previous Reports which are referred to in the main text of this Report are reproduced below.

#### 1. Section 4 (a) of the 1920 Secondary Report (to which paragraph 3 (c) of Section C of this Report refers):

"Additions to the above scales (Scales for Assistant Masters and Mistresses).

For a good Honours degree (as defined in Section 6), to the minimum £25; to the maximum £50, the normal scale increments to apply throughout."

Section 4 (3) (a) of the 1921 Technical Report is in similar sense.

The amounts of £24 and £48 were later substituted for £25 and £50 respectively. (Recommendations appended to the Award of The Rt. Hon. The Viscount Burnham in respect of the salaries of teachers, June, 1925.)

Section 6 (a), (b) and (c) of the 1920 Secondary Report reads as follows:—

"6. (a) For the purpose of computing the salary under these scales, a first-class honours degree of any University in the United Kingdom of Great Britain and Ireland shall be recognised as a good honours degree, and successful research work or other post-graduate achievement may be similarly recognised.

(b) A second-class honours degree shall not be so recognised unless the circumstances appear to merit such recognition.

(c) Where a Local Education Authority has refused to recognise a second-class honours degree for this purpose, the Teacher concerned may appeal to the Reference Committee (to be appointed under Section 21) against the decision of the Local Education Authority, always provided that such appeal has been sanctioned by the Teachers' Panel of the Standing Joint Committee."

2. Section K of the Burnham Primary and Secondary Schools Report, 1954 as amended by Addendum No. 1 (to which paragraph 3 (c) of Section C and Section S of this Report refer) :

**"SECTION K**  
**SPECIAL ALLOWANCES**

1. (a) For assistant teachers there shall be special allowances (over and above the remuneration otherwise payable) for special responsibility, special work of an advanced character, special academic, professional or industrial qualifications, or for other reasons which in the opinion of the Authority justify such allowances. Allowances shall not be granted in such manner as would effect a general alteration of the operation of the salary scales. (Recommendations relating to special allowances for teachers undertaking advanced work are set out in Appendix X).

(b) The number of assistant teachers to receive special allowances and the rates of the allowances to be paid in individual cases are matters at the discretion of the Local Education Authority, subject to the following conditions:

- (i) no such allowance shall be at a rate less than £40 per annum;
- (ii) except under the provisions of paragraph 2 of this Section, the annual expenditure upon allowances for assistant teachers in a school or department shall lie within the prescribed range of expenditure for that school or department as ascertained on the basis laid down in paragraph (c) below.

(c) The range of the total amounts within which allowances shall be paid to assistant teachers in a particular school or department (irrespective of any additional payments out of the "Area Pool") shall be determined in accordance with the following Tables in which these amounts are assessed by reference to the review average or the unit total of the school or department (see Part C of Appendix VII).

*Range within which allowances  
shall be paid irrespective of  
any additional payments out of  
the "Area Pool"*

	£	£
For review average or unit totals between 101 and 200 ...	—	50
For review average or unit totals between 201 and 250 ...	40	60
For review average or unit totals between 251 and 350 ...	40	100
For review average or unit totals between 351 and 400 ...	80	120

For schools or departments with review averages or unit totals exceeding 400 there shall be additions to the last named ranges of £80 and £120 in respect of each 100 units, one-fifth of the appropriate addition being allowed for each 20, or part of 20. The appropriate additions are:

*Range within which allowances  
shall be paid irrespective of  
any additional payments out of  
the "Area Pool"*

	£	£
For each 100 units between 401 and 700 ...	... .	50
For each 100 units between 701 and 1,200	... .	75
For each 100 units between 1,201 and 2,000	... .	90
For each 100 units over 2,000 and up to 3,000 ...	... .	100

Tables showing in more detail the ranges of amounts appropriate to schools according to their review averages or unit totals are given in Appendix VII.

## APPENDIX IX—*continued*

2. (a) In addition to the ranges of expenditure for individual schools or departments within which allowances are payable to assistant teachers under the provisions of paragraph 1 above, for each local education authority area there shall be a sum within which payments made in accordance with the other provisions of this Section shall fall.

(b) This sum (which is described herein as the "Area Pool"), for any financial year beginning on 1st April, shall be calculated as follows:—

The unit totals for the year beginning on the preceding 1st January assessed in accordance with the provisions of Part A of Appendix VII for the Primary, Secondary, Nursery and Special Schools or Departments maintained by the Authority, and schools assisted by the Authority under Regulation 22 of the Schools Grant Regulations, shall be aggregated, and the "Area Pool" shall be calculated on the basis of 5s. 0d. for each unit of such aggregate, provided that where, in the opinion of the Authority, the sum so calculated is inadequate for the needs of the area, it may be increased by such an amount as the Minister may approve.

(c) Payments out of the "Area Pool", as in the case of other special allowances, are subject to the condition that they shall not be granted in such manner as would effect a general alteration of the operation of the salary scales.

(d) In order to meet the particular needs of the Primary, Secondary or Special School or Department, the Local Education Authority may make special allowances, for purposes such as those indicated below, in addition to the allowances which are payable in accordance with the other provisions of this Section.

(i) to pay increased allowances or additional allowances to assistant teachers involving expenditure in excess of the upper range of the school allocation of allowance expenditure;

(ii) to pay a special allowance to an unqualified or temporary teacher when it is considered by the Authority that the salary otherwise payable is not adequate having regard to the qualifications or experience of the teacher concerned for specialised forms of teaching;

(iii) to pay a special allowance to a head teacher where the Authority considers that the salary otherwise payable is not adequate having regard to the duties and responsibilities involved;

(iv) to pay a special allowance to mitigate or prevent hardship to a head or assistant teacher whose post is lost, or whose salary is diminished, as a result of the reorganisation or closure of a school or department, or where the Authority is satisfied that there are other good reasons for such allowance. (The Committee draw the attention of local education authorities to the special position of Hospital Special Schools and to the possible effects, in relation to Infants' Schools and other Primary Schools admitting infants, arising from admissions of children after the date taken for the purposes of Form 7 (Schools)).

(e) A teacher who, on 31st March, 1954, was in receipt of an allowance awarded under Section 4 (a) of the 1920 Secondary Report or Section 4 (3) (a) of the 1921 Technical Report of the Burnham Committee shall, so long as he/she remains on the staff of the school, continue to receive an allowance over and above the scale salary at a rate not less than that which the teacher was entitled to receive on 31st March, 1954, under paragraph 3 (e) of Section N of the Burnham Primary and Secondary Schools Report, 1951 (see Appendix VIII), provided that, where the teacher is receiving the addition under paragraph 3 (b) of Section C of this Report, the allowance shall be reduced by the amount of that addition".

### 3. Appendix V of the Elementary and Secondary Reports of 1938 (to which Part B of Appendix III to this Report refers):

#### *Appendix V of Burnham Elementary Report, 1938*

#### "WAR SERVICE RECOGNISED FOR THE PURPOSES OF SECTION 9 (b) (ii) OF THIS REPORT

##### **Men Teachers**

1. In respect of teachers who fall into the categories referred to in paragraphs 2, 3, 4, 5 and 6 below, War Service of the following kinds may be reckoned as equivalent to teaching service:

(a) War Service (as soldiers, sailors or airmen) with H.M. Forces.

#### APPENDIX IX—*continued*

N.B.—In the case of teachers who were transferred to Army Reserve W, such service with Army Reserve W is not service with the Forces of the Crown within the meaning of this paragraph; the date of demobilisation, however, for the purposes of paragraphs 3 (c), (d) and (e) below, may be taken to be the date of discharge from Army Reserve W.

(b) A period of disablement, up to a maximum of 12 months, provided that satisfactory evidence is produced that the teacher was unable to resume teaching duties, or in the cases referred to in paragraphs 3 and 4 below, to complete his preparation for the teaching profession, after demobilisation, owing to medical treatment for wounds or other disabilities contracted when on War Service with H.M. Forces.

(c) War service with allied armies in a combatant capacity, provided that the teacher was in recognised teaching service in England, Wales or Scotland before the War.

(d) War service which has been accepted by the Naval and Military Authority for the purpose of the issue of the Victory Medal or the Mercantile Marine War Medal.

2. Men who before enlistment were recognised as teachers in England and Wales or in Scotland, and were serving in one of the institutions mentioned in Appendix IV, either immediately before enlistment or immediately after demobilisation. In these cases the war service will normally be counted as equivalent to teaching service in the capacity in which the teacher was recognised before his entry on war service.

3. In the following cases where teachers were in definite stages of acquiring qualifications for employment as Certificated Teacher, and would, in the ordinary course have obtained permanent employment in that capacity at a considerably earlier date if they had not joined the Forces, war service may be reckoned as equivalent to teaching service as a Certificated Teacher:

(a) Students whose Training College course was interrupted during the War, and who either completed a course satisfactorily after demobilisation, or were given a Provisional Certificate;

(b) Students who before joining the Forces had been accepted by a Training College for admission and who either completed a course satisfactorily after demobilisation, or obtained recognition as Certificated Teachers by passing the Acting Teacher's Certificate Examination not later than the first examination following the expiry of 12 months from the date of demobilisation;

(c) Pupil Teachers and Student Teachers, who before joining the Forces, although not yet accepted by a Training College for admission, were then qualified for admission, and who either entered a Training College at the earliest opportunity after demobilisation and completed the course satisfactorily, or passed the Acting Teacher's Certificate Examination not later than the first examination following the expiry of 12 months from the date of demobilisation;

(d) Uncertificated Teachers of not more than two years' standing at the time of joining the Forces, who either (a) entered a Training College within 12 months of demobilisation and completed a course of training satisfactorily; or (b) passed the Acting Teacher's Certificate Examination not later than the next Examination following expiry of 12 months from the date of demobilisation;

(e) Uncertificated Teachers of not more than two years' standing at the time of joining the Forces, who were unable to enter Training College within 12 months of demobilisation owing to wounds or other disabilities contracted when on war service, or to lack of Training College accommodation, and who either:

- (i) Entered a Training College within two years of demobilisation (or of the Armistice, if demobilisation took place before the Armistice) and completed a course of Training satisfactorily; or
- (ii) Passed the Acting Teacher's Certificate Examination not later than the next examination following the expiry of two years from the date of demobilisation.

In cases where a claim is made on the ground of lack of Training College accommodation, evidence will be required that the teacher made application for entry to Training College within 12 months of demobilisation (or of the Armistice, if demobilisation took place before the Armistice).

4. Consideration on merits is also given to the case of any teacher who does not satisfy (3) above, provided that the teacher became Certificated at the earliest opportunity after demobilisation and can produce substantial evidence, beyond that indicated, for

## APPENDIX IX—continued

example, by mere tenure of a Bursarship or Student or Pupil-Teachery, that he was in a definite stage of acquiring qualifications for recognition as a Certificated Teacher before joining the Forces.

5. In the case of Handicraft Teachers who before enlistment were undergoing a course of training in a Training College for Handicraft (e.g., Shoreditch or one of the Scottish Training Colleges), and whose course of training was interrupted by war service, the war service may be counted on the scale which is appropriate to the teachers' status after the War.

N.B. This does not apply to other teachers who claim to have been preparing, for example, for the City and Guilds Examination.

6. Public Elementary School Teachers who immediately before enlistment were serving in approved educational institutions (Appendix IV above) and who at that time held academic qualifications for recognition under the Code, may for this purpose be regarded as though they had been recognised under the Code at the earliest date from which recognition could have been given if all their service had been in Public Elementary Schools.

### Women Teachers

7. The war service of Women Teachers who have been awarded the Victory Medal may be reckoned as equivalent to teaching service in the capacity in which the teacher was recognised before the War, provided that the service in respect of which that medal was awarded commenced before 14th June, 1917, the date upon which Circular 1003 was issued.

### General

8. The following conditions are applicable to the teachers mentioned above in connection with the counting of war service:

- Service before the age of 18 should not be counted.
- No service for which a teacher volunteered after the Armistice should be counted.\*
- If the total period spent in a Training College by a College-trained teacher falls short of two years, the difference between two years and the period actually spent in the College (both before and after enlistment) should be deducted from any period allowed for war service."

### Appendix V of Burnham Secondary Report, 1938

#### "WAR SERVICE. (SECTION 16 (a) (iv) of REPORT)

1. The following types of war service (see Circulars 1244, 1318 and 1336) may be counted for increment purposes:

- Service with H.M. Forces (Soldiers, Sailors or Airmen).
- A period of disablement owing to medical treatment for wounds or other disabilities contracted when on war service with H.M. Forces, up to a maximum of 12 months, on production of satisfactory evidence that the Teacher was unable to resume or continue teaching duties, or was unable after demobilisation to complete his preparation for the teaching profession.
- Service with the Allied armies in a combatant capacity, provided that the Teacher was in recognised teaching service in England, Wales or Scotland before the war.
- Service which has been accepted by the Naval or Military Authority for the purpose of the issue of the Victory Medal or the Mercantile Marine War Medal.

2. The following are examples of types of war service which are not taken into account for increment purposes:

- Voluntary periods of service after the Armistice (but provided they do not exceed 12 months in duration, they do not invalidate actual service during the war from being counted).

N.B. There was no voluntary service with the Navy.

\* No general ruling can be given with regard to the date up to which Army Service after the Armistice may be counted for increments on the Standard Scale of Salaries. So far as the Army and Royal Air Force are concerned, it may be assumed that a teacher had no post-Armistice Volunteer service if he were demobilised before 1st July, 1919. There was no post-Armistice Volunteer service in the Royal Navy.

#### APPENDIX IX—*continued*

(b) Service with Army Reserve W. In the case of Teachers who had service with the Forces prior to transfer to Army Reserve W, the date of demobilisation may be taken to be the date of discharge from Army Reserve W.

(c) A period of internment as a civilian prisoner of war.

(d) Munitions work.

(e) Service in a University O.T.C. (N.B. This does not include service in the Artists Rifles O.T.C. or Inns of Court O.T.C. which is regarded as war service.)

(f) Service with the Forces of the Crown before the age of 18.

3. The following classes of Teachers are allowed to count war service as defined in paragraph 1 above for increment purposes:

(a) Men who were serving as full-time Teachers at the outbreak of the war or later—provided that they resumed such teaching at the first opportunity after demobilisation, or the interval between demobilisation and resuming teaching was occupied by a full-time course of study for a degree, or in preparation for the teaching profession.

(b) New Entrants—Graduates:

As regards men Teachers who only commenced full-time teaching service after the war and had not been in any other occupation prior to the war, war service is counted for increment purposes on the Graduate Scale, subject to the following conditions:—

(i) The Teacher must have entered upon full-time teaching service at the first opportunity after demobilisation, or after the completion of a full-time course of study for a degree, or in preparation for the teaching profession. A short period of temporary teaching service whilst waiting for admission to the University is ignored.

(ii) If the total period spent in such full-time course of study falls short of three years, the difference between three years and the period actually spent in the course (both before and after enlistment) is deducted from any period allowed (for salary purposes) for service with the Forces. For this purpose, the University year is taken as commencing on 1st August and ending on 31st July.

(c) New Entrants—Non-Graduates:

(i) Men possessing qualifications accepted by the Board as equivalent to a degree are treated as Graduates and dealt with as in (b) above.

(ii) Certificated Assistant Masters are dealt with in accordance with Circular 1227 (see Appendix V to Standard Scales Report).

(iii) In the case of other Assistant Masters, war service is counted only if the Teacher possesses suitable and substantial qualifications based upon a course of full-time study of at least two years' duration (e.g., courses of study in Art or Music). In such cases the normal period of full-time study required for the qualification is substituted for three years in (b) (ii) above.

(d) In the case of women Teachers war service is counted only if it is of the type coming under paragraph 1 (d), was commenced before 14th June, 1917, and if the teachers concerned satisfy the conditions set forth in (a), (b) or (c) preceding.

4. War service is counted for increments on the scale which was appropriate to the Teacher before his entry on war service, except in the following cases:

(a) Teachers who proceeded to a University and obtained a degree before resuming teaching are treated as new entrants (see paragraph 3 (b) preceding).

(b) Teachers in foreign service prior to the war, who resumed teaching in a School in England, Wales or Scotland immediately on demobilisation, have their war service counted on the same scale as is appropriate to their post-war service. If, however, they returned to foreign service after demobilisation, their war service is not counted for increment purposes.

(c) In the case of Teachers serving in Secondary or Technical Schools before the war who were awarded War Degrees whilst on Active Service, the war service is counted at Non-Graduate rates up to the date of the award of the War Degree, and at Graduate rates afterwards."

## APPENDIX IX—*continued*

4. Sections 8, 9 and 10 of the 1927 Secondary Report (to which paragraph I (i) of Part B of Appendix V to this Report refers) :

### "Consideration for Existing Teachers"

8. A Local Education Authority in considering the placing of Non-Graduate teachers on the Graduate Scale, should accept a less exacting standard for teachers who were in the service of the Authority on 1st September, 1920.

### Non-Graduate Teachers already placed on a Graduate Scale

9. In Schools to which this Report relates where there were in force definite scales for Graduates and Non-Graduates prior to 1st September, 1920, or the date of the adoption of the 1920 Report if later, and where a Non-Graduate teacher had been placed by the Local Education Authority on such Graduate Scale, such recognition shall continue in the application of the new scale.

### Long Service Non-Graduate Teachers

10. In Schools to which this Report relates, the Local Education Authority is recommended to recognise the case of Non-Graduate teachers of adequate educational qualifications whose service in such Schools has been of a meritorious character and who were appointed on or before 1st April, 1912, by placing such Teachers on the Graduate Scale."

Sections 7, 8, 9 of the 1921 Technical Report and Sections 8, 9, 10 of the 1920 Secondary Report and the 1927 Technical Report are in similar sense.

5. Section 3 (3) (a) (ii) of the 1938 Technical Report (to which paragraph I (ii) of Part B of Appendix V to this Report refers) :

### "Grade III.—Graduate Assistants"

Assistants in this Grade will be of two kinds:

(i) those whose industrial or commercial qualifications and teaching or other experience entitle them in the opinion of the Local Education Authority to be placed in this grade.

*Note* :—The Board's approval must be sought for all cases proposed under (ii)."

Section 4 (3) (b) of the 1921 Technical Report and Section 3 (3) (a) (ii) of the 1927 Technical Report are in similar sense.

6. Paragraph 2 of Part A of Appendix VII to the Burham Primary and Secondary Schools Report, 1954 (to which paragraph 2 of Part A of Appendix VII to this Report refers) :

"2. In the case of a Primary or Secondary School or Department, other than a Special School, the number of pupils as thus ascertained is further classified according to their ages as at 31st March following.

For this purpose the age of any pupil at the relevant date shall be determined by reference to the anniversary of his/her birth, e.g., a pupil shall not be deemed to have attained the age of 15 years until the 15th anniversary of his/her birthday.

The "unit total" is calculated as follows:

For each pupil under 15 years of age (including children under 5 years of age)	...	...	...	...	...	Count 1 unit
For each pupil aged 15 and under 16	...	...	...	...	...	Count 4 units
For each pupil aged 16 and under 17	...	...	...	...	...	Count 7 units
For each pupil aged 17 and over	...	...	...	...	...	Count 10 units"

## APPENDIX X

### I. Assistant Teachers—Men

*Basic Scale salary and scales including additions for various qualifications and grades of posts*

Completed years of service	Basic Scale Non-Graduate Qualified Teacher	GRADED POSTS						SCALE III		
		SCALE I		SCALE II		SCALE III		Non-Graduate Qualified Teacher	3 Year Trained Graduate	£
		3 Year Trained Graduate	5 Year Trained Graduate with Good Honours degree	3 Year Trained Graduate	5 Year Trained Graduate with Good Honours degree	3 Year Trained Graduate	5 Year Trained Graduate with Good Honours degree			
0 ...	£ 475	£ 550	£ 650	£ 750	£ 600	£ 700	£ 800	£ 650	£ 750	£ 850
1 ...	500	575	675	775	625	725	825	675	775	875
2 ...	525	600	700	800	650	750	850	700	800	900
3 ...	550	625	725	825	675	775	875	725	825	925
4 ...	575	650	750	850	700	800	900	750	850	950
5 ...	600	675	775	875	725	825	925	775	875	975
6 ...	625	700	800	900	750	850	950	800	900	1,000
7 ...	650	725	825	925	775	875	975	825	925	1,025
8 ...	675	750	850	950	800	900	1,000	850	950	1,050
9 ...	700	775	875	975	825	925	1,025	875	975	1,075
10 ...	725	800	900	1,000	850	950	1,050	900	1,000	1,100
11 ...	750	825	925	1,025	875	975	1,075	925	1,025	1,125
12 ...	775	850	950	1,050	900	1,000	1,100	950	1,050	1,150
13 ...	800	875	975	1,075	925	1,025	1,125	975	1,075	1,175
14 ...	825	900	1,000	1,100	950	1,050	1,150	1,000	1,100	1,200
15 ...	850	925	1,025	1,125	975	1,075	1,175	1,025	1,125	1,225
16 ...	875	950	1,050	1,150	1,000	1,100	1,200	1,050	1,150	1,250
17 ...	900	975	1,075	1,175	1,025	1,125	1,225	1,075	1,175	1,275

2. Assistant Teachers—Women

*Basic Scale salary and scales including additions for various qualifications and grades of posts*

GRADED POSTS

Completed years of service	SCALE I						SCALE II						SCALE III						
	Basic Scale Non-Graduate Qualified Teacher	3 Year Trained Graduate			Non-Graduate Qualified Teacher			3 Year Trained Graduate			5 Year Trained Graduate with Good Honours degree			Non-Graduate Qualified Teacher			3 Year Trained Graduate		
		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
0 ***	430	490	570	650	*	530	610	690	570	650	730	810	690	570	650	730	810	690	570
1 ***	450	510	590	670	550	630	710	690	670	750	830	910	710	690	670	750	830	710	690
2 ***	470	530	610	690	570	650	730	710	690	770	850	930	730	690	670	750	830	710	690
3 ***	490	550	630	710	590	670	750	730	710	790	870	950	750	690	670	750	830	710	690
4 ***	510	570	650	730	610	690	750	730	710	790	870	950	770	690	670	750	830	710	690
5 ***	530	590	670	750	630	710	790	770	750	830	910	990	790	690	670	750	830	710	690
6 ***	550	610	690	770	650	730	810	790	770	850	930	1010	810	690	670	750	830	710	690
7 ***	570	630	710	790	670	750	830	810	790	870	950	1030	870	690	670	750	830	710	690
8 ***	590	650	730	810	690	770	850	830	810	890	970	1050	910	690	670	750	830	710	690
9 ***	610	670	750	830	710	790	870	850	830	910	990	1070	970	690	670	750	830	710	690
10 ***	630	690	770	850	730	810	890	870	850	930	1010	1090	990	690	670	750	830	710	690
11 ***	650	710	790	870	750	830	910	890	870	950	1030	1110	1010	690	670	750	830	710	690
12 ***	670	730	810	890	770	850	930	910	890	970	1050	1130	1010	690	670	750	830	710	690
13 ***	690	750	830	910	810	890	970	950	930	1010	1090	1170	1090	690	670	750	830	710	690
14 ***	710	770	850	930	830	910	990	970	950	1030	1110	1190	1110	690	670	750	830	710	690
15 ***	720	780	860	940	840	920	1000	980	960	1040	1120	1200	1120	690	670	750	830	710	690

Under the equal pay arrangements in Section A (1) of this Report an increment of two-sevenths of the difference between the salary for a woman and that for a man is payable for the period 1st October, 1956, to 31st March, 1957, and further increments become payable until full equality in pay is reached on 1st April, 1961.

APPENDIX X—*continued*

3. For the purpose of illustration, the following examples indicate the method of assessing salary with additions. All the examples, except for Example (vii), relate to men teachers. The method of assessment is similar for women teachers, the equal pay increment being payable in addition.

A uniform incremental date of 1st April has been used and except in Example (ii) continuity of teaching service from 1st April, 1956, has been assumed.

(i) Qualified Assistant Teacher Non-graduate 2 years trained with 14 years 1 month service on 30th September, 1956. (13 years 7 months service to 31st March, 1956).

	£ s. d.
Minimum of basic Qualified Teachers' scale ... ...	475 - -
13 7/12ths increments of £25 in respect of 13 years 7 months service to 31st March, 1956 ... ... ...	339 11 8
Salary from 1st October, 1956 ... ... ...	814 11 8 per annum
Increment of £25 in respect of service from 1st April, 1956 to 31st March, 1957 ... ... ...	25 - -
Salary from 1st April, 1957 ... ... ...	839 11 8 per annum

(ii) Qualified Assistant Teacher Non-graduate 2 years trained who left teaching service on 31st August, 1955, and was re-appointed on 1st September, 1956. Total service to 31st August, 1956, 3 years 7 months.

	£ s. d.
Minimum of basic Qualified Teachers' scale ... ...	475 - -
3 2/12ths increments of £25 in respect of the 3 years 2 months service to 31st March, 1956, of a comparable existing teacher similarly employed in continuous service since 1st April, 1956. (See paragraph 4 of Part A of Appendix II) ... ... ... ... ...	79 3 4
Salary from 1st October, 1956 ... ... ...	554 3 4 per annum

Assuming continuous service from 1st October, 1956, an increment of £25 accrues on 1st April, 1957  
 Salary from 1st April, 1957 ... ... ...

579 3 4 per annum

(iii) Non-graduate Head of Department Grade B with 16 years 4 months service to 30th September, 1956. (15 years 10 months service to 31st March, 1956).

	£ s. d.
Minimum of basic Qualified Teachers' scale ... ...	475 - -
15 10/12ths increments of £25 in respect of 15 years 10 months service to 31st March, 1956 ... ... ...	395 16 8
Head of Department Grade B allowance ... ... ...	200 - -
Salary from 1st October, 1956 ... ... ...	1,070 16 8 per annum
Increment of £25 in respect of service from 1st April, 1956 to 31st March, 1957 ... ... ...	25 - -
Salary from 1st April, 1957 ... ... ...	1,095 16 8 per annum
Salary from 1st April, 1958 ... ... ...	1,100 - - per annum (maximum)

APPENDIX X—*continued*

(iv) Non-graduate Deputy Head Teacher of Group VI Primary School with 9 years 1 month service on 30th September, 1956. (8 years 7 months service to 31st March, 1956).

	£ s. d.
Minimum of basic Qualified Teachers' scale	475 — —
8 7/12ths increments of £25 in respect of 8 years 7 months service to 31st March, 1956	214 11 8
Deputy Head Allowance—Group VI school	125 — —
Salary from 1st October, 1956	814 11 8 per annum
Increment of £25 in respect of service from 1st April, 1956 to 31st March, 1957	25 — —
Salary from 1st April, 1957	839 11 8 per annum

(v) Head Teacher of a Secondary (Modern) School with 450 pupils on the roll on Form 7 (Schools) date in 1956 (230 between the ages of 13 and 15). Graduate with Pass degree—four years trained—with 17 years 3 months service on 30th September, 1956 (16 years 9 months service to 31st March, 1956).

	£ s. d.
Minimum of basic Qualified Teachers' scale	475 — —
Graduate addition	75 — —
Training addition	50 — —
16 9/12ths increments of £25 in respect of 16 years 9 months service to 31st March, 1956	418 15 —
Group VII Head Teacher Allowance	400 — —
Salary from 1st October, 1956	1,418 15 — per annum
Salary from 1st April, 1957	1,425 — — per annum (maximum)

(vi) Head Teacher of Secondary (Grammar) School with unit total of 2500—Good Honours Graduate—five years trained—with 23 years 1 month service to 31st March, 1956.

	£ s. d.
Maximum of basic Qualified Teachers' scale	900 — —
Graduate addition	75 — —
Good Honours degree addition	50 — —
Training addition	75 — —
Group XX Head Teacher Allowance	1,015 — —
Salary from 1st October, 1956	2,115 — — per annum (maximum)

(vii) Graduate (Woman) 4 years trained with 19 years service to 31st March, 1956, appointed to a Scale III graded post where the employing Authority in its discretion under the provisions of paragraph 5 of Section M of the Report has decided to increase the additional payment for the graded post from £140 to £160.

	<i>Salary as a Woman</i>	<i>Salary as a Man</i>
	£ s. d.	£ s. d.
Maximum of basic Qualified Teachers' scale	720 — —	900 — —
Graduate addition	60 — —	75 — —
Training addition	40 — —	50 — —
Increased Additional Payment for graded post	160 — —	175 — —
	980 — —	1,200 — —
Add Equal Pay Increment (2/7ths of the difference between £980 and £1,200)	62 17 2	
Salary from 1st October, 1956	1,042 17 2 per annum	

(Sgd.) McNAIR.

(Chairman)

(Sgd.) W. P. ALEXANDER.  
(Authorities' Panel)

(Sgd.) R. GOULD.  
(Teachers' Panel)

} Joint Hon. Secretaries.

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